DOCUMENT RESUME

ED 033 441 EA 002 524

TITLE	State Minimum-Salary Laws for Teachers, 1968-69. Public-School Salaries Series.
INSTITUTION	National Education Association, Washington, D.C.
Report No	RR-1968-R15
Pub Date	68
Note	46p.
Available from	Publications Sales Section, National Education Association, 1201 Sixteenth Street, N.W., Washington, D.C. 20036 (#435-13372, $1.00, quantity discounts).
EDRS Price	EDRS Price MF-$0.25 HC Not Available from EDRS.
Descriptors	*Minimum Wage Laws, *National Surveys, *Public Schools, Salary Differentials, School Statistics, State Aid, *State Laws, *Teacher Salaries

Abstract

This report, the most recent of an annual series begun in 1937, offers revised information on State minimum salary laws affecting teachers as of September 1968. The first section of the report summarizes the following information for the 31 States which have minimum salary laws: (1) Year of original adoption of legislation; (2) type and amount of minimum salary plans provided by legislation; (3) distribution and median of State minimum salaries; and (4) the type and number of positions, other than classroom teacher, recognized in minimum salary laws. The second section offers a State by State description of minimum salary laws which includes additional information on increment provisions; exceptions and special provisions; supplements or other salary provisions for principals, supervisors, and superintendents; and a brief description of the administration of the law, including the relationship of the minimum amounts to State aid provisions. Related documents are EA 002 523 and EA 002 549. (JH)

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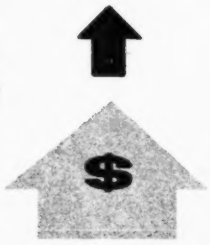

Public-School Salaries Series

RESEARCH REPORT 1968-R15

State Minimum-Salary Laws for Teachers, 1968-69

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Research Report 1968-R15: STATE MINIMUM-SALARY LAWS FOR TEACHERS, 1968-69

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Price of Report: Single copy, $1.00. Stock #435-13372. Discounts on quantity orders: 2-9 copies, 10%; 10 or more copies, 20%. Orders amounting to $2 or less must be prepaid. Orders over $2 may be billed but shipping charges will be added. Order from Publications Sales Section and make checks payable to the National Education Association, 1201 Sixteenth Street, N. W., Washington, D. C. 20036.

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FOREWORD

State minimum-salary laws continue to be an instrument for improving teacher pay. The active interest in these statutory laws and need for up-to-date information by state education associations and often by state legislatures on changes and new developments that occur in sister states prompt the NEA Research Division to continue annual publication of its series in this subject area begun in 1937. The details of the statutory provisions state by state appear in the report issued in even years. In odd years, the latest figures on the state minimum-salary requirements for teachers are compiled and made available in tabular form.

This latest biennial revision of the comprehensive report contains a detailed description of the state minimum-salary provisions as of September 1, 1968. This revision was prepared by Jeanette Vaughan, Research Assistant, under the general direction of Frieda S. Shapiro, Assistant Director, NEA Research Division.

The Research Division expresses its thanks to officials of the state departments of education and to the state education associations for providing information for this report.

GLEN ROBINSON
Director, Research Division

I. MAJOR PROVISIONS OF MINIMUM-SALARY LAWS

At the opening of the school year 1968-69, the public-school teachers in 31 states were employed under the provisions of minimum-salary laws.

The purpose of the state minimum-salary laws is to improve salary standards. If these laws are to be effective in providing better salaries for teachers, they must be revised periodically to reflect rising living costs, teacher recruitment needs, and salaries prevailing in other professions requiring academic preparation.

In all, 24 states raised their minimum-salary requirements during the 1967 and 1968 legislative sessions. Five states did so twice in this two-year period, while in 19 states one legislative improvement occurred, with 10 states acting in 1967, and nine states acting in 1968.

Although all states with minimum-salary laws for teachers are included in this report, it is to be noted that one state has not altered its provisions since 1957, two have not done so since 1959, and one has not done so since 1960. In one other state, Washington, a higher minimum-salary requirement was in effect during the 1961-1963 biennium through a provision in the 1961 appropriations act. The provision was not repeated in subsequent years, with the result that an obsolete statute remains on the books.

In all the states where minimum-salary legislation has been enacted, local school systems are free to pay salaries higher than those required by law.

The statutes provide several different types of minimum-salary requirements and widely differing amounts of salary. For a state to be listed in this report as a minimum-salary state, there must be in effect a state law, or state administrative regulation, which fixes a minimum salary or salaries below which local districts may not go in contracting with teachers for their services. Most of the laws are mandatory without exceptions; a few are optional in that districts receiving certain types of financial aid must pay not less than minimum salaries, but those that choose to waive the

TABLE 1.--YEAR OF ORIGINAL ADOPTION OF A MINIMUM-SALARY LAW FOR TEACHERS

Before 1915	1915-1924	1925-1934	1935-1944	1945-1954	After 1954
1	2	3	4	5	6
West Virginia, 1882 Indiana, 1901 Pennsylvania, 1903 Maryland, 1904 Rhode Island, 1909	Vermont, 1915 Wisconsin, 1915 Kentucky, 1918 Massachusetts, 1918 Delaware, 1919 New Jersey, 1919 New York, 1919 Oregon, 1919 North Carolina, 1923	Tennessee, 1925	California, 1937 Georgia, 1937 Washington, 1937 Alaska, 1939 Oklahoma, 1939 Maine, 1943	South Carolina, 1945 Texas, 1945 Illinois, 1946 Virginia, 1946 Idaho, 1947 Louisiana, 1948 Ohio, 1951[a] Mississippi, 1953[b]	Florida, 1955 Arkansas, 1957
(5 states)	(9 states)	(1 state)	(6 states)	(8 states)	(2 states)

a/ An earlier minimum-salary law was in effect from 1927-28 through 1934-35.

b/ A minimum-salary law enacted in 1924 became obsolete almost immediately because of the extremely low salary specified.

TABLE 2.--STATE MINIMUM-SALARY REQUIREMENTS FOR TEACHERS, CLASSIFIED BY TYPE[a/]

Minimum-salary schedule with recognition of preparation and experience	Minimum salaries fixed on basis of two or more flat rates with no credit for experience	Minimum salary fixed as a single flat-rate amount	No minimum-salary requirement
1	2	3	4
Alaska	Arkansas	Massachusetts	Alabama
Delaware	California	Washington[b/]	Arizona
Florida (partial schedule)	Oregon		Colorado[c/]
Georgia[d/]	Wisconsin		Connecticut
Idaho			Iowa[c/]
Illinois (partial schedule)			Kansas
Indiana			Michigan
Kentucky (partial schedule)			Minnesota
Louisiana			Missouri
Maine			Montana
Maryland			Nebraska
Mississippi			Nevada[c/]
New Jersey			New Hampshire
New York (partial schedule)			New Mexico
North Carolina[d/]			North Dakota[c/]
Ohio			South Dakota
Oklahoma			Utah[c/]
Pennsylvania			Wyoming
Rhode Island (partial schedule)			
South Carolina			
Tennessee[d/]			
Texas			
Vermont (partial schedule)			
Virginia[d/]			
West Virginia			
(25 states)	(4 states)	(2 states)	(18 states)

a/ Hawaii and Puerto Rico are excluded from the tabulation since their statutory schedules are uniform rather than minimum schedules. There are no local schedules in these jurisdictions. Also excluded is the statutory schedule for the District of Columbia.

b/ Law is currently obsolete. According to the state department of education all present salaries exceed the legal requirements.

c/ A minimum-salary law was in effect in Colorado between 1921 and 1961; in Iowa, between 1913 and 1963, but obsolete since 1945; in Nevada between 1947 and 1956; in North Dakota between 1905 and 1961, although unrevised since 1947; and in Utah, between 1943 and 1947.

d/ The state board or department of education promulgates the minimum-salary requirements under statutory authority.

aid and ignore the minimum-salary requirements have the option of doing so.

Dates of Adoption

Four states have adopted minimum-salary laws during the decade ending with 1960--Ohio, Mississippi, Florida, and Arkansas; no other states have put such laws on the books since 1957. Table 1 lists the 31 minimum-salary states by date of adoption of the law. Nine states have maintained minimum-salary laws for 50 years or more.

The dates in Table 1 refer only to the original adoption of a minimum-salary law, and the table is limited to the states now having laws of this type. Five states have had a statutory minimum-salary law but have abandoned it. These states are Nevada, Utah, Colorado, North Dakota, and Iowa.

Two state departments of education which have legal authority to fix conditions for the apportionment of state aid, Alabama and New Hampshire, have discontinued the minimum-salary standards which they formerly specified. Thus, 11 states (not counting Hawaii) do not

have minimum-salary requirements fixed by law and have not had experience with such laws.

Types of Minimum-Salary Laws

In Table 2 the states are classified according to the type of minimum-salary requirement in effect. In 25 states a minimum schedule includes certain required increments for experience. Among these are three states, Illinois, Kentucky, and Vermont, whose statutes require higher minimum salaries at certain experience levels without mentioning the number or the amount of the increments. In four states the minimum salaries are classified according to the teacher's level of preparation, but increments for experience are not required. In two states a single flat-rate salary is stated as the minimum.

The authority for fixing minimum salaries for teachers rests with the legislatures, and some form of legislative action underlies the minimum salaries in all the states having such requirements.

In four states, however, the legislature does not itself actually specify the amount of salary, but authorizes or directs the state board of education to promulgate a schedule. This policy is followed in Georgia, North Carolina, Tennessee, and Virginia. It is possible that state boards might assume the function of promulgating salary schedules under the authority of existing statutes. There has been no recent increase, however, in the number of states where the state board of education fixes the minimum salaries.

Historically the difference in practice between a minimum schedule (column 1 of Table 2) and one or more minimum flat rates (columns 2 and 3 of Table 2) represented conflicting points of view. Adherents of schedules have believed that without a legal requirement many local boards will fail to give recognition to experience. Those who preferred flat rates believed that a state schedule stifled local initiative. The latter view has lost ground over the years.

Since the inception of their minimum-salary laws, a number of states have shifted from one type of salary requirement to another, mostly to the schedule type. Most recently, Ohio (1967), moved from a flat-rate annual salary based only on preparation to a schedule based on both preparation and experience levels. Two other states Illinois (1965) and Kentucky (1966) moved from flat-rate annual salaries to partial schedules which prescribe starting minimum salaries for inexperienced teachers and higher minimum salaries at given experience levels; the number and amount of increments are not specified.

It is likely that other states with a flat-rate minimum-salary requirement will adopt a statutory schedule in the near future. Legislation in this direction has already been proposed in Massachusetts.

A recent development in state minimum-salary legislation is the adoption of an index salary schedule. In the 1963 revision of the Alaska statutory salary schedule, it was provided that the annual increments be formulated on the basis of 4 percent of the base salary in each classification level. As amended in 1968, this percentage is now applied to the actual beginning starting salary which includes area differentials. In Georgia, a 1964 amendment requires the establishment of the state minimum-salary schedule on an index basis, with the value of 100 to be given the bachelor's degree with no experience.

Amounts of Minimum Salaries

Table 3 gives a state-by-state summary of the minimum-salary provisions in the 31 states having minimum-salary laws for teachers. Column 2 of Table 3 shows the flat-rate salaries in certain states. The salaries of beginning teachers according to four levels of preparation are shown in columns 3 through 6. Where increments are required for experience, the number of such increments for teachers holding bachelor's degrees is shown in column 7.

For the 25 states having minimum salary schedules, columns 8 through 11 of Table 3 show the salary required for teachers who have completed the full amount of experience recognized by the schedule, according to four levels of preparation.

Table 4 gives distributions of the legal minimum salaries for classroom teachers in 31 states, according to three levels of preparation. The medians of the minimum legal salaries for beginning teachers are extremely low--$3,450 for teachers with the lowest certificates, $5,000 for teachers with bachelor's degrees, and $5,225 for teachers with master's degrees.

For the 25 states that in 1968-69 require one or more increments for experience, the required salaries for teachers with maximum credit for experience are shown. These required salaries for experienced teachers should not be considered maximum salaries, but rather as the minimum salaries for teachers in the last step of the mandated schedule. The medians of the required salaries for experienced teachers are

TABLE 3.--MINIMUM ANNUAL SALARIES FOR TEACHERS AS REQUIRED BY STATE LAW, SEPTEMBER 1968[a/]

State	Flat-rate minimum salaries	Minimum salaries classified according to preparation and experience: Minimum salary for beginning teachers: Lowest level recognized if below bachelor's degree	Bachelor's degree or four years	Master's degree or five years	Highest level recognized if above five years	Number of increments required (bachelor's degree	Minimum salary for teachers with maximum credit for experience: Lowest level recognized if below bachelor's degree	Bachelor's degree or four years	Master's degree or five years	Highest level recognized if above five years
1	2	3	4	5	6	7	8	9	10	11
Alaska[b/]										
Base salary schedule .	...	$5,400	$6,400	$6,900	...	8	$6,200	$ 8,448	$10,212	...
Southeast area	...	5,700	6,700	7,200	...	8	6,500	8,844	10,656	...
Central area	...	6,100	7,100	7,600	...	8	6,900	9,372	11,248	...
Northwest area	...	6,600	7,600	8,100	...	8	7,400	10,032	11,988	...
Arkansas	...	...	5,000	5,400	...	...	...	...	...	...
California	...	2,400	6,000	...	...	...	...	...	...	...
Delaware[c/]										
1968-69	...	5,200	5,600	6,400	$7,400 (Dr.)	10	7,200	7,600	8,400	$ 9,400 (Dr.)
1969-70	...	5,600	6,000	6,800	7,800 (Dr.)	10	7,600	8,000	8,800	9,800 (Dr.)
Florida										
Annual contract	...	2,520	5,300	5,670	6,930 (Dr.)	...	...	...	...	...
Continuing contract (fourth year of experience)[d/]	...	...	5,660	6,030	7,290 (Dr.)	11	...	6,920	7,290	8,550 (Dr.)
Georgia	...	4,576[e/]	5,200	5,876	8,268[f/]	14	4,800	7,020	8,060	10,140
Idaho	...	1,920	2,370	2,570	...	10	2,235	3,090	3,470	...
Illinois										
1968-69	...	5,000	5,600	6,000	...	[g/]	5,500	6,600	8,000	...
1969-70	...	5,000	5,600	6,000	...	[g/]	5,750	7,200	8,750	...
Indiana	...	4,700	5,200	5,500	...	12	5,900	7,200	10,000	...
Kentucky										
1968-69	...	2,470	5,000	5,225	5,652	[h/]	...	5,795	6,175	6,555
1969-70	...	2,470	5,000	5,391	5,818	[h/]	...	6,317	6,745	7,172
Louisiana										
Statute: 1968-69[i/] ..	...	2,800	4,800	5,000	5,700 (Dr.)	10	4,900	7,000	7,900	9,100
1971-72 (fully effective) ...	...	4,000	6,000	6,200	6,900 (Dr.)	10	6,100	8,200	9,100	10,300
State Department of Education schedule[i/]	...	2,400	4,400	4,600	5,200 (Dr.)	10	4,500	6,600	7,500	8,700
Maine	...	3,500	5,000	5,300	...	10	4,500	7,500	8,000	...
Maryland	...	4,500	5,100	6,000[d/]	...	9	6,700	7,400	8,000	...
Massachusetts	$5,750	...	...	...	...	...	...	...	...	...
Mississippi	...	1,800	4,700	5,000	...	6	2,100	5,300	5,600	...
New Jersey	...	4,400[j/]	4,700	5,000	5,300	11	6,900	7,450	8,000	8,550
New York										
Fewer than 8 teachers.	4,900	...	...	...	...	...	...	...	...	...
8 teachers or more[k/] .	...	4,900	5,200	5,500	5,800	10	7,200	8,000	8,500	9,000
North Carolina	...	2,775	5,069	5,402	[l/]	12	...	7,002	7,705	[l/]
Ohio	...	4,300	5,000	5,500	...	11	6,100	7,200	8,500	...
Oklahoma										
1968-69	...	...	5,000	5,000	5,000 (Dr.)	15	...	5,980	6,180	6,380 (Dr.)
1969-70	...	...	5,250	5,250	5,250 (Dr.)	15	...	6,380	6,580	6,780 (Dr.)
1970-71 (fully effective)	...	...	5,500	5,500	5,680 (Dr.)	15	...	6,780	6,980	7,180 (Dr.)
Oregon	...	3,400	3,700	4,000	...	...	...	...	...	...
Pennsylvania	...	5,400	5,400	5,700	...	9	7,800	8,100	8,700	...
Rhode Island	...	..	4,000	...	...	[m/]	...	6,000	...	...
South Carolina[n/]										
Lowest grade	...	1,877	2,255	4,064	...	1[illegible]	1,967	2,840	5,153	...
Highest grade	...	2,714	4,361	4,964	5,477 (Dr.)	14	3,092	5,495	6,296	7,421 (Dr.)
Tennessee[o/]	...	3,660	5,000	5,000	5,190 (Dr.)	15	3,840	5,350	5,710	6,030 (Dr.)
Texas	...	3,132	4,734	5,040	...	10	4,185	5,904	6,912	...
Vermont	...	4,400	5,400	5,700	...	[p/]	5,400	6,400	6,700	...
Virginia										
1968-69	...	3,000	4,700	5,200	...	12	4,200	6,500	7,000	...
1969-70	...	3,000	5,000	5,500	...	12	4,200	6,800	7,300	...
Washington	2,400[q/]	...	...	...	...	...	...	...	...	...
West Virginia	...	2,670	4,320	4,820	5,570 (Dr.)	13	3,390	5,880	6,740	7,850 (Dr.)
Wisconsin	...	2,400	4,000	...	...	...	...	...	...	...

Sources:

a/ The minimum salaries shown are those that must be paid in the 1968-69 school year. Where the minimum salaries provided by law are not yet fully effective, further information is given.

b/ The purchasing power of $1 in four large Alaskan cities averages 75¢ as compared with the average purchasing power of $1 in most areas of the United States. On this basis, the minimum salaries shown should be reduced by about one-fourth.

c/ Teachers not fully qualified and certified receive $200 less than the schedule.

d/ Requires three years of experience.

e/ Requires four years of experience and a professional certificate.

f/ Requires five years of experience.

g/ Increased minimums become effective after five and eight years of experience. The number and amount of increments are not stated.

h/ The statute requires higher minimum salaries for experienced teachers with four or more years of training at two experience levels, 4-9 years, and 10 years and over. The number and amount of increments are not set out.

i/ Because of insufficient legislative appropriation in 1968 to fully implement the minimum salaries written into the law, the lower schedule developed by the state department of education for 1967-68 applies.

j/ An earlier statute specifying a flat-rate minimum of $2,500 still applies to teachers with emergency certification.

k/ The schedule applies to teachers with permanent or provisional certification. The minimum salary for teachers lacking such certification is $4,900. These teachers are not entitled to increments.

l/ Teachers with a doctor's degree in the area or subject taught receive an additional $900 over the schedule.

m/ Number of increments not specified, but may not exceed 11 or be over $300.

n/ Salaries in each of six classes, according to training, are divided into four or fewer grades, based upon score achieved on the National Teacher Examinations. Figures are given for the lowest and highest grades for the preparation level shown; at the doctor's level, there is only one grade.

o/ Noncertified teachers with a bachelor's degree or above receive $100 less than the schedule; noncertified teachers without a bachelor's degree receive $960 less.

p/ Minimum annual salary for teachers without professional certification is $2,500. For teachers with professional certification no increments are specified, but the statute requires increases over starting minimums amounting to $500 for teachers with 5-10 years of experience and $1,000 for those with 10 or more years of experience.

q/ Law is obsolete; all present salaries exceed the minimum requirement.

TABLE 4.--DISTRIBUTION OF LEGAL MINIMUM SALARIES FOR BEGINNING TEACHERS AND FOR EXPERIENCED TEACHERS, BY LEVEL OF PREPARATION, 1968-69 SCHOOL YEAR

Salary intervals and medians	For beginning teachers[a]			For teachers with maximum credit for experience[b]		
	Lowest level recognized, if below B.A.	B.A. degree or four years	M.A. degree or five years	Lowest level recognized, if below B.A.	B.A. degree or four years	M.A. degree or five years
1	2	3	4	5	6	7
Below $2,000	3	...	...	1	...	...
$2,000-$2,999	8	3	2	2	1	...
3,000- 3,999	5	1	...	2	1	1
4,000- 4,999	7	8	6	5	...	...
5,000- 5,999	5	17	18	3	6	3
6,000- 6,999	...	2	5	4	6	6
7,000- 7,999	...	...	...	3	8	5
$8,000 and above	...	...	...	...	3	10
Number of states	28	31	31	20	25	25
Median of the minimum salaries that may be paid legally to beginning teachers[c]	$3,450	$5,000	$5,225	...	...	...
Median of the minimum salaries that may be paid legally to teachers with maximum credit for experience[c]	...	...	...	$5,100	$6,600	$7,500

a/ Based on Table 3, columns 2, 3, 4, and 5. Includes one state having obsolete provisions. States with one flat-rate minimum were tabulated alike in all three levels of preparation. For states where two or more minimums are reported for a single level of preparation, the lowest figures were tabulated. For states where no separate minimum salary was given for the master's degree, the minimum shown for the bachelor's degree was also tabulated for the master's degree.

b/ Based on Table 3, columns 8, 9, and 10. For states where two or more minimums were reported for a single level of preparation, the lowest figures were tabulated. For states where no separate salary was shown for the master's degree, the salary shown for the bachelor's degree was also tabulated for the master's degree.

c/ The medians were based on an array of the individual salaries rather than on the grouped intervals of the table.

$5,100 for teachers with the lowest certificates, $6,600 for teachers with bachelor's degrees, and $7,500 for teachers with master's degrees. Ten states require salaries of $8,000 or above for experienced teachers with master's degrees. The two highest states in this group are Alaska with $10,212, and Indiana with $10,000.

Table 5, gives another type of comparision, for the 25 states having minimum schedules. The figures are given for each year of experience, for the salary class for teachers with master's degrees, which in all but 11 of the state schedules is the highest salary class. The minimum salary required for any given year of experience recognized by any state schedule may be compared readily with that required in any other state schedule for the same year of service. Three schedules do not specify the number of increments. For 1968-69, the median number was 12 increments, up one over the previous two-year period. Of the 22 schedules that could be compared, six require 10 increments or fewer. More than 10 but fewer than 18 increments are to be found in 15 schedules. One schedule (Indiana) requires 24 increments in advancing to the maximum of the master's degree salary class.

Provisions for Positions Other Than Classroom Teacher

A number of states have included provisions for positions other than classroom teacher in their minimum-salary laws. The positions most frequently provided for are listed in Table 6. Nineteen states are represented in the table. Of the positions most frequenlty included, that of principal is provided for in 11 states, that

TABLE 5.--MINIMUM ANNUAL SALARIES FOR TEACHERS WITH MASTER's DEGREES FOR EACH

Salary steps	Alaska [a]	Delaware	Florida	Georgia	Idaho	Illinois [c]	Indiana	Kentucky	Louisiana [f]	Maine	Maryland	Mississippi
1	2	3	4	5	6	7	8	9	10	11	12	13
1 ...	$ 6,900	$6,400	[b]	$5,876	$2,570	$6,000	$ 5,500	$5,225	$4,600	$5,300	[g]	$5,000
2 ...	7,176	6,600	...	6,032	2,660	...	5,650	...	4,800	5,500	...	5,100
3 ...	7,452	6,800	...	6,188	2,750	...	5,800	...	5,000	5,700	...	5,200
4 ...	7,728	7,000	$6,030	6,344	2,840	...	5,950	...	5,200	6,100	$6,000	5,300
5 ...	8,004	7,200	...	6,500	2,930	...	6,100	5,842.50	5,400	6,500	6,300	5,400
6 ...	8,280	7,400	...	6,656	3,020	6,750	6,250	...	5,700	6,900	6,600	5,500
7 ...	8,556	7,600	6,390	6,812	3,110	...	6,400	...	6,000	7,100	6,900	5,600
8 ...	8,832	7,800	...	6,968	3,200	...	6,550	...	6,300	7,300	7,200	...
9 ...	9,108	8,000	...	7,124	3,290	7,200	6,700	...	6,600	7,500	7,400	...
10 ...	9,384	8,200	6,750	7,280	3,380	...	6,850	...	6,900	7,700	7,600	...
11 ...	9,660	8,400	...	7,436	3,470	...	7,000	6,175	7,200	8,000	7,800	...
12 ...	9,936	...	...	7,592	...	...	7,150	...	7,500	...	8,000	...
13 ...	10,212	...	...	7,748	...	...	7,300	...	...	...	...	...
14 ...	...	...	...	7,904	...	8,000	7,450	...	...	...	...	...
15 ...	...	...	7,290	8,060	...	...	7,600	...	...	...	...	...
16 ...	...	...	...	...	...	...	7,750	...	...	...	...	...
17 ...	...	...	...	...	...	...	7,900	...	...	...	...	...
18 ...	...	...	...	...	...	...	8,050	...	...	...	...	...
19 ...	...	...	...	...	...	...	8,200	...	...	...	...	...
20 ...	...	...	...	...	...	...	8,500	...	...	...	...	...
21 ...	...	...	...	...	...	...	8,800	...	...	...	...	...
22 ...	...	...	...	...	...	...	9,100 [d]	...	...	...	...	...
23 ...	...	...	...	...	...	...	9,400 [d]	...	...	...	...	...
24 ...	...	...	...	...	...	...	9,700 [d]	...	...	...	...	...
25 ...	...	...	...	...	...	...	10,000 [d]	...	...	...	...	...
Increments:	12@ $276	10@ $200	11 [b]	14@ $156	10@ $90	[c]	18@ $150 6@ 300 [d]	[e]	4@ $200 7@ 300	2@ $200 3@ 400 4@ 200 1@ 300	4@ $300 4@ $200	6@ $100

Sources:

[a] Information given is for the base mininum salary. Area differentials over the base are provided in each of three geographic areas. The number of increments is the same as for the base; the amount is 4 percent of the actual starting salary in each area.

[b] The statute does not set out the amount of annual increments, but provides that a teacher on continuing contract (granted in the fourth successive year of service) must receive annual increments. The minimum salary is $7,290 in the 15th year of service.

[c] The amounts shown over the starting salary must be paid at the end of the fifth, eighth, and 13th year of teaching. The number and amount of increments between these intervals are not set out in the law. In 1969-70 the minimum salaries are $7,250 after five years, $8,000 after eight years, and $8,750 after 13 years.

[d] The last four increments are given at the end of the 22nd, 24th, 26th, and 30th years of teaching.

[e] The statute mentions no increment pattern, but higher minimums above the starting salary are required for experience levels 4-9 years and 10 years and over. For 1969-70 the amounts are $5,391 for experience of less than four years, $6,246 for 4-9 years of experience and $6,745 for 10 or more years of experience.

[f] This is the state department of education schedule for 1967-68 under which school districts were operating on September 1, 1968. Appropriations were not provided to fully implement the statutory schedule which ranges from $5,000 to $7,900 with the same increments in 1968-69, and goes to $6,200-$9,100 in 1971-72.

YEAR OF EXPERIENCE CREDITED, BY STATE, AS OF SEPTEMBER 1968

New Jersey	New York[h]	North Carolina	Ohio	Oklahoma[i]	Pennsylvania	Rhode Island[k]	South Carolina[l]	Tennessee[m]	Texas	Vermont	Virginia[o]	West Virginia
14	15	16	17	18	19	20	21	22	23	24	25	26
$5,000	$5,500	$5,402	$5,500	$5,000	[j]	$4,000	$4,964	$5,000	$5,040	$5,700	$5,200	$4,820
5,250	...	5,550	5,750	5,000	$5,700	...	5,054	5,000	5,157	...	5,350	4,940
5,500	...	5,698	6,000	5,000	6,000	...	5,144	5,000	5,274	...	5,500	5,060
5,750	...	5,846	6,250	5,000	6,300	...	5,234	5,050	5,391	...	5,650	5,180
6,000	...	6,003.25	6,500	5,080	6,600	...	5,324	5,100	5,508	...	5,800	5,300
6,250	...	6,169.75	6,750	5,180	6,900	...	5,414	5,150	5,625	6,200	5,950	5,420
6,500	...	6,336.25	7,000	5,280	7,200	...	5,504	5,200	5,742	...	6,100	5,540
6,750	...	6,502.75	7,250	5,380	7,500	...	5,603	5,250	5,859	...	6,250	5,660
7,000	...	6,706.25	7,500	5,480	7,800	...	5,702	5,300	5,976	...	6,400	5,780
7,250	...	6,900.50	7,750	5,580	8,100	...	5,801	5,350	6,093	...	6,550	5,900
7,500	...	7,094.75	8,000	5,680	8,400	...	5,900	5,400	6,210	6,700	6,700	6,020
7,750	...	7,289	8,250	5,780	8,700	6,000	5,999	5,460	6,327	...	6,850	6,140
8,000	8,500	7,492.50	8,500	5,880	...	...	6,098	5,540	6,444	...	7,000	6,260
...	...	7,705.25	...	5,980	...	...	6,197	5,590	6,561	...	...	6,380
...	...	...	...	6,080	...	...	6,296	5,640	6,678	...	...	6,500
...	...	...	...	6,180	...	...	...	5,710	6,795	...	...	6,620
...	...	...	...	...	...	...	...	...	6,912	...	...	6,740
...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...
Increments:												
12@ $250	10[h]	3@ $148 1@ 157 3@ 167 1@ 204 3@ 194 1@ 204 1@ 213	12@ $250	15@ $100[i]	11@ $300	Not more than 11[k]	6@ $90 8@ $99	8@ $50 1@ 60 1@ 80 2@ 50 1@ 70 1@ 80 1@ 50	16@ $117	[n]	12@ $150	16@ $120

g/ The schedule begins with the fourth year of teaching.

h/ The statute does not give the amount of each increment, but provides that the schedule must contain at least 10 increments of not less than $250 each, and that each teacher must receive at least $8,500 in the 13th year of teaching. The schedule applies only to districts employing eight or more teachers.

i/ The $5,000 salary includes the first three increments. The minimum salary range is $5,250-$6,580 in 1969-70 and $5,500-$6,980 in 1970-71.

j/ A beginning teacher with a master's degree receives $5,700, which is the second step of the salary schedule.

k/ Salary shown is for minimum training recognized. School districts must adopt schedules that recognize experience and training, but not more than 11 increments and no increment over $300.

l/ Salaries shown are for teachers with an "A" grade as determined by the teacher's score on the National Teacher Examinations, for teachers with lower grades the minimum salaries are lower. Increases beyond the second, seventh, and 14th years are conditioned on recertification.

m/ The $5,000 salary includes the first two increments.

n/ The statute does not set out increments but fixes the salary at three experience levels.

o/ In 1969-70 the salary starts at $5,500 and reaches $7,300 after 12 annual increments of $150.

TABLE 6.--POSITIONS OTHER THAN CLASSROOM TEACHER RECOGNIZED IN MINIMUM-SALARY LAWS

State	Superintendents	Principals	Supervisors	Vocational teachers	Substitute teachers	Nurses
1	2	3	4	5	6	7
Alaska	X	X	...	...	...	...
Delaware	X	X	X	...	...	X
Georgia	X	X	X	...	...	...
Idaho	...	...	...	X	...	...
Indiana	...	...	...	...	X	...
Louisiana	...	...	...	X	...	...
Maryland	...	X	X	...	...	...
Massachusetts	X	...	...	...	...	...
New Jersey	...	...	...	...	...	X
New York	X	X	X	...	X	...
North Carolina	X	X	X	X	...	...
Oklahoma	X	X	...	...	...	X
Oregon	...	...	...	...	X	...
Pennsylvania	X	X	X	X	...	...
Tennessee	X	X	X	...	...	...
Texas	X	X	X	X	...	X
Vermont	...	...	...	...	X	...
West Virginia	...	X	...	...	...	...
Wisconsin	...	...	...	...	X	...
Number of states	10	11	8	5	5	4

of superintendent in 10 states, and that of supervisor in eight.

Included in this report are salary provisions for the position of county superintendent of schools insofar as they are an integral part of state minimum-salary legislation for teachers, or are included in state minimum-salary schedules adopted by state boards of education under statutory authority. Although there are states which by law may fix the actual or minimum salaries of county-school superintendents in other statutory provisions contained in the school code, or in provisions pertaining to salaries of county officers, such salary requirements, where they exist, are outside the scope of this report.

The salaries for the positions other than classroom teacher are handled in several ways. Ten of the 19 states listed in Table 6 have minimum-salary schedules which recognize preparation and experience for one or more of these positions. Nine states supplement the amounts provided in the teacher salary schedule for some of the positions. Additional amounts are provided in some states for those who work beyond the school year. Salaries for substitute teachers are usually stated in daily amounts.

Trends

The first report on minimum-salary laws compiled by the NEA Research Division gave information for the school year 1936-37.1/

Successive studies have shown a growth in the minimum-salary idea. The number of states having such laws now stands at 31. This is 10 more than in 1936-37, but three fewer than the peak of 34 in 1954-55. The number of such laws which provide minimum schedules, has grown from 10 to 25. The number of states having minimum salary requirements and the number having these requirements in schedule form are as follows:

Year	State minimum-salary laws	State laws in schedule form
1936-37	21	9
1942-43	25	10
1948-49	31	16
1954-55	34	20
1960-61	34	22
1962-63	32	22
1964-65	31	22
1966-67	31	24
1968-69	31	25

Through the years, the amounts of money guaranteed by minimum-salary laws have been relatively low compared with average salaries

1/ National Education Association, Committee on Tenure. Minimum-Salary Laws for Teachers. Washington, D. C.: the Association, 1937. 38 p.

actually paid to teachers. The most recent data, for the 1968-69 school year, bear this out. Nonetheless, mandated minimum teachers' salaries, even though set at lower than desirable levels, have served and continue to serve as an effective device to improve salary standards, for successive increases in the teacher pay scales established by law are generally accompanied by increased state appropriations to the localities for salary purposes.

In some states, the state minimum-salary schedule represents the amount of state financial support which is given to and must be used by local school districts for teachers' salaries in the manner perscribed. The state minimum-salary schedule becomes the base point for supplementation with local funds. In other states, the approach is different. The minimum-salary requirements are fixed at higher and more realistic levels, considering current economic conditions and competitive salaries with other professions. Built into these higher legally prescribed salaries is a measure of local responsibility placed by law on the school systems over and above the state school support. But by whatever approach, these laws contribute toward upgrading teachers' salaries.

II. STATE-BY-STATE SUMMARIES OF MINIMUM-SALARY LAWS

For each of the 31 states having any type of minimum-salary law on the statute books, the following pages give information on (a) the date of first adoption of a minimum-salary law, the date of the most recent revision, and a citation to the law in the most recent state code; (b) a brief description of the type of salary requirement; (c) an outline of the various minimum salaries and increments, information on exceptions and special provisions affecting various groups of classroom teachers, and supplements or other salary provisions for principals, supervisors, and superintendents; and (d) brief comments on the administration of the law, including reference to the relationship to state-aid provisions.

Alaska

First minimum-salary law in 1939; revised, 1968. Reference: Alaska Statutes, Title 14, secs. 14.20.220--14.20.240.

Type of salary statement--Minimum schedule of annual salaries, based on preparation, experience, and geographic region. The base salaries are stated in annual amounts and are written into the text of the statute; the increments provided are formulated on an index schedule of 4 percent of the actual beginning minimum salary for each year of public-school experience in Alaska, through eight years for the bachelor's degree and 12 years for the master's degree. The area differentials over the base salary are: Southeast area, $300; Central area, $700; and Northwest area, $1,200.

Classification and annual salaries--The outline of the basic minimum schedule and the minimum schedules with the area differentials are as follows:

	For beginning teachers	Increments	With maximum credit for experience
Base salary schedule			
3 years' preparation	$5,400	4 @ $200	$ 6,200
Bachelor's degree	6,400	8 @ 256	8,448
Master's degree	6,900	12 @ 276	10,212
Southeast area (election districts 1-5)			
3 years' preparation	5,700	4 @ 200	6,500
Bachelor's degree	6,700	8 @ 268	8,844
Master's degree	7,200	12 @ 288	10,656
Central area (election districts 6, 11, and 13-16)			
3 years' preparation	6,100	4 @ 200	6,900
Bachelor's degree	7,100	8 @ 284	9,372
Master's degree	7,600	12 @ 304	11,248
Northwest area (election districts 17-19), that portion of the central area lying north of the Arctic Circle, and that portion of the Southcentral area west of 152 degrees west longitude.			
3 years' preparation	6,600	4 @ 200	7,400
Bachelor's degree	7,600	8 @ 304	10,032
Master's degree	8,100	12 @ 324	11,988

Teachers appointed with previous experience may receive full credit for each year of teaching outside Alaska, to a maximum of four years. Under rules promulgated by the state board of education, full credit is given for military service where actual teaching is interrupted by such service and is resumed immediately upon completion of military duty.

The statute includes a separate salary schedule for schools outside the school districts operated by the state department of education. Under this schedule teachers are paid $1,100 above the base starting salaries plus geographic area differentials. The increments are 5 percent of the base salary. Two more preparation classifications are included, the bachelor's degree plus 18 hours, with a base salary of $6,700 and 10 increments, and the master's degree plus 18 hours, with a base salary of $7,200 and 14 increments.

The statute establishes amounts above the allowable base salary on the teachers' salary scale for the geographic area in which employed for the following:

	Percent above schedule
Superintendents in school districts with average daily membership of 500 and over	25%
Superintendents in school districts with average daily membership of less than 500	20
Principals	15
Vice-principals	10

Administrative conditions--No teacher may be paid less than the minimum schedule requires. Local districts are free to pay higher salaries from local funds. The minimum salary schedule is used to determine the teacher salary average which enters into the calculation of the teacher salary allotment, an element in the state school foundation program. The state finances the program on an equalization basis.

Note: The Alaska minimum salary schedule is the highest in the nation. However, this state also has the highest living costs. The purchasing power of $1 in four large Alaskan cities averages about 75¢ as compared with the average purchasing power of $1 in other areas in the United States. On this basis, the Alaska minimum salaries should be reduced by about one-fourth.

Arkansas

First minimum-salary law in 1957; revised in 1967. Reference: Arkansas Statutes 1947 (1960 Replacement Volume), secs. 80-1325--80-1328; Act 259 of 1967.

Type of salary statement--Flat-rate annual salaries for two levels of preparation, written into the text of the statute. Applies to teachers, defined as full-time employees who by law must have a license from the state board of education as a condition precedent to employment in a position in or related to grades 1-12.

Classification and annual salaries--The minimum annual salaries are as follows:

Bachelor's degree	$5,000
Master's degree or higher (or bachelor's degree plus bachelor's degree in library science)	5,400

The salaries shown are effective for the school year 1968-69. Included in these figures is the $400 increase over 1966-1968 as prescribed in the minimum salary law (Act 163 of 1965) for each succeeding biennium through 1972-1974, plus a $1,000 mandatory augmentation provided by additional state aid for teachers' salaries in Act 259 of 1967.

Administrative conditions--State aid is provided for teachers' salaries under the minimum foundation program, but the minimum salaries do not enter into the calculation of the amount allotted to the local school districts. Each school district must pay teachers the prescribed minimum salaries. However, if the money required by the minimum foundation program to be used to pay teachers' salaries is insufficient to pay the minimum salaries, the district shall pay its teachers that proportion which the total of the funds available bears to the total funds required to pay the schedule in full.

First minimum-salary law in 1937; revised, 1968. References: (a) Constitution of California, Article 9, sec. 6; (b) West's Annotated California Codes: Education Code, secs. 13525-13526.

Type of salary statement and annual salary required--A flat-rate annual minimum salary of $2,400 for a teacher serving under any emergency or provisional credential and $6,000 if serving under other than an emergency or provisional credential.

Applies to all persons employed full time in positions requiring certification qualifications, not including substitutes. Employees serving less than full time have a proportionate minimum salary.

Administrative conditions--The statute carries no specific provisions for its enforcement. State aid to local districts is ample to finance the minimum salary.

Delaware

First minimum-salary law in 1919; revised, 1968. Reference: Delaware Code Annotated, Title 14, secs. 1301-1316, 1321-1322, and 1324.

Type of salary statement--Minimum schedule based on preparation and experience. Salaries are stated as annual amounts, written into the text of the statute itself.

Classification and annual salaries--The outline of the minimum schedule is as follows:

	For beginning teachers		Increments	With maximum credit for experience	
No degree	($5,200)	$5,600	10 @ $200	($7,200)	$7,600
Bachelor's degree	(5,600)	6,000	10 @ 200	(7,600)	8,000
Bachelor's degree plus 30 graduate credits	(6,200)	6,600	10 @ 200	(8,200)	8,600
Master's degree	(6,400)	6,800	10 @ 200	(8,400)	8,800
Master's degree plus 30 graduate credits	(7,000)	7,400	10 @ 200	(9,000)	9,400
Doctor's degree	(7,400)	7,800	10 @ 200	(9,400)	9,800

The salaries above constitute a minimum base pay for all teachers, principals, superintendents, and other administrative personnel. The annual salaries specified are for 10 months of employment defined as a total of 185 days. Those who are employed for more than 10 months a year shall be paid one-tenth of the minimum annual salary for each additional month of employment a year. Teachers not fully qualified and certified receive at least $200 less than the schedule.

The figures shown in parentheses are the minimum salaries for the 1968-69 school year. The schedule becomes fully effective in the 1969-70 school year.

Experience credit is given for both public-school and private-school employment in Delaware. Credit is given for military service as limited by the rules of the state board of education. Ninety-one days in any school year are counted as one year of experience, and no more than one year of experience may be credited for any one calendar year. Upon initial employment in Delaware, after July 1, 1960, credit for not more than five years of out-of-state experience in public and private schools will be granted, calculated at the rate of one year of experience for each two years of out-of-state employment.

Full-time principal, and part-time principals and vice-principals who are responsible to another chief school officer receive supplements in addition to the basic salary schedule, based upon the number of teachers, not including the principals, and experience, as follows:

	For beginning principals	Increments	With maximum credit for experience
Part-time principals:			
2-7 teachers	$ 100	4 @ $ 25	$ 200
8-14 teachers	100	3 @ 60	350
		1 @ 70	
Vice-principals:			
In high schools with 35 or more teachers	100	4 @ 100	500
Full-time principals:			
15-19 teachers	200	4 @ 200	1,000
20-29 teachers	400	4 @ 200	1,200
30-39 teachers	600	4 @ 200	1,400
40-59 teachers	900	4 @ 200	1,700
60 or more teachers	1,200	4 @ 200	2,000

A superintendent or a principal who is the chief school officer of his school district receives a supplement to his salary under the basic minimum schedule, based upon the number of state units of pupils, not including the superintendent or principal himself, and experience, as follows:

	For beginning principals or superintendents	Increments	With maximum credit for experience
2- 5 state units of pupils	$ 200	3 @ $100	$ 500
6-11 state units of pupils	200	4 @ 200	1,000
12-25 state units of pupils	400	4 @ 275	1,500
26-39 state units of pupils	600	4 @ 350	2,000
40-69 state units of pupils	800	4 @ 425	2,500
70 or more state units of pupils	1,000	4 @ 500	3,000

Administrative assistants are paid according to the basic salary schedule, plus a salary supplement of $900; 4 annual increments of $200 for each year of administrative experience are provided, to a maximum supplement of $1,700.

Qualified supervisors, directors, and assistant superintendents employed by the state board of education or the state board of vocational education receive annual supplements based on 12 months of work, in addition to the basic salaries provided as teachers. The annual supplements are as follows:

	Minimum supplement	Increments	With maximum credit for experience
Assistant supervisors	$ 800	4 @ $200	$1,600
Supervisors	1,200	4 @ 200	2,000
Directors	1,500	4 @ 500	3,500
Assistant superintendents	2,500	4 @ 500	4,500

For persons in these categories employed by school districts, the annual supplements are as follows:

	Minimum supplement	Increments	With maximum credit for experience
Supervisors	$ 600	4 @ $200	$1,400
Directors	1,000	4 @ 500	3,000
Assistant superintendents	2,000	4 @ 500	4,000

In the positions of superintendents, principals, administrative assistants, supervisors, directors, and assistant superintendents, credit is allowed for years of experience in the Delaware public schools.

The Delaware minimum-salary law is unusual in fixing minimum salaries for certain nonteaching personnel, as outlined below.

The minimum annual schedule for qualified clerks, secretaries, senior secretaries, and for certified secretaries, working on a 12-month basis, is as follows:

	For beginning clerks or secretaries		Increments	With maximum credit for experience	
Clerks	($3,200)	$3,450	5 @ $200	($4,200)	$4,450
Secretaries	(4,000)	4,250	6 @ 200	(5,200)	5,450
Senior secretaries	(4,300)	4,550	6 @ 200	(5,500)	5,750
Certified secretaries	(4,400)	4,650	10 @ 200	(6,400)	6,650

One-twelfth of the annual salary rate is deducted for each month that the secretary is not employed.

Nurses are paid on a salary schedule that recognizes four levels of preparation:

	For beginning nurses		Increments	With maximum credit for experience	
Registered nurses with provisional certificate, no degree	($4,200)	$4,450	10 @ $200	($6,200)	$6,450
Registered nurses with regular certificates, no degree	(4,400)	4,650	10 @ 200	(6,400)	6,650
Certified nurses with bachelor's degree	(4,800)	5,050	10 @ 200	(6,800)	7,050
Certified nurses with master's degree or bachelor's plus 30 graduate credits	(5,400)	5,650	10 @ 200	(7,400)	7,650

Nurses work for 10 months; those employed for longer than 10 months receive one-tenth more for each additional month employed.

Qualified attendants and aides employed in classes for the trainable mentally handicapped or in classes for the orthopedically handicapped are paid for 10 months per year as follows:

	For beginning attendants or aides		Increments	With maximum credit for experience	
Bus and class attendants	($2,200)	$2,350	4 @ $100	($2,600)	$2,750
Class aides	(2,600)	2,750	4 @ 200	(3,400)	3,550

Qualified school-lunch managers of lunchrooms in single school buildings who work at least seven hours of every school day of the 10-month school year are paid on a salary schedule, based on preparation and experience:

	For beginning managers		Increments	With maximum credit for experience	
With no college training	($3,300)	$3,550	8 @ $150	($4,500)	$4,750
1 year of college	(3,600)	3,850	8 @ 150	(4,800)	5,050
2 years of college	(3,900)	4,150	8 @ 150	(5,100)	5,350
With bachelor's degree	(4,800)	5,050	10 @ 150	(6,300)	6,550
Certified supervisory manager with bachelor's degree (in districts with four or more units)	(5,200)	5,450	10 @ 200	(7,200)	7,450

A supervising school lunchroom manager in a school district with four or more schools with lunch programs receives, in addition to the basic salary, a supplement of $200 when four schools are supervised; $50 more is provided for programs in five schools, and an additional $50 is allowed for each additional school through nine schools, to a maximum supplement of $450.

Qualified school custodians are paid for 12 months a year as follows:

	For beginning custodians		Increments	with maximum credit for experience	
Custodian	($4,200)	$4,450	4 @ $150	($4,800)	$5,050
Custodian-fireman	(4,400)	4,650	4 @ 150	(5,000)	5,250
Fireman	(4,500)	4,750	4 @ 150	(5,100)	5,350
Chief custodian	(4,900)	5,150	4 @ 150	(5,500)	5,750
Building and grounds supervisor	(5,600)	5,850	4 @ 200	(6,400)	6,650

For special training as defined and credited by the state board of education the salaries may be increased as follows: supervisors and chief custodians, $400; firemen and custodian-firemen, $300; custodians, $200. Only school districts with 95 or more building units as defined by the state board of education may have a buildings and grounds supervisor.

Administrative conditions--The statute refers to the schedule as the "permanent State supported uniform salary schedules and classifications." It applies to all districts in the state and is guaranteed by state funds.

Each district must meet the terms of the state salary schedule. It may not pay less nor more than the prescribed rates from state funds. It may, however, supplement the state schedule from local funds.

Florida

First minimum-salary law in 1955; revised, 1968. Reference: Florida Statutes Annotated, secs. 236-02 and 236-07.

Type of salary statement--Minimum schedule, based on preparation and experience. Salaries are stated in annual amounts, written into the text of the statute.

Classification and annual salaries--All degree teachers must be paid $5,300 or 90 percent of a particular allocation for a specific rank and contractual status, whichever is greater. Annual increments must be given to teachers on continuing contract who meet the following conditions: hold a regular certificate based on at least graduation from a standard four-year college, have completed three years of service in a county and have been appointed in such county for the fourth successive year. The amount of the increments is not set out in the statute but must represent 90 percent of the additional allotment in the fourth, seventh, 10th, and 15th years of teaching.

In addition to the annual increments required to be given to teachers on continuing contract, the statute provides that the counties may adopt additional factors as incentives for determination and recognition of superior teaching ability and service in the program of instruction, except that scores achieved on the National Teachers Examination, the Graduate Record Examination, or a general knowledge test may not be used.

The statute also provides for a minimum distribution per instruction unit under the foundation program for teachers employed on a ten-month basis, according to six different levels of preparation. Counties are required to pay not less than 90 percent of the allotment schedule as follows:

		Allotment schedule	Legal minimum salary
Rank V.	2 years' preparation	$2,800	$2,520
Rank IV.	3 years' preparation	3,000	2,700
Rank III.	Bachelor's degree or equivalent	5,300	5,300
Rank II.	Master's degree or one year beyond bachelor's or equivalent	6,300	5,670
Rank IA.	6 years or master's degree plus one year	7,000	6,300
Rank I.	Doctor's degree	7,700	6,930

The allotment schedule above applies to teachers on annual contracts.

Additional allotments are provided for each instruction unit sustained by teachers in Ranks I, IA, II, and III, who are under continuing contracts. The allotments for teachers in these ranks are $400 each in the fourth, seventh, and 10th year of experience, and $600 in the fifteenth year of experience. The legal minimum salaries for teachers on continuing contract at the different training and experience levels are:

	Experience levels			
	4th year	7th year	10th year	15th year
Rank III.	$5,660	$6,020	$6,380	$6,920
Rank II.	6,030	6,390	6,750	7,290
Rank IA.	6,660	7,020	7,380	7,920
Rank I.	7,290	7,650	8,010	8,550

Allotments are increased 20 percent for instructional staff employed on a 12-month basis.

Administrative conditions--To participate in the foundation program, counties are required to meet the minimum annual salaries established for teachers employed on continuing contract. However, counties may be exempt from these requirements for no more than two successive years if they are financially unable to meet them.

Georgia

First minimum-salary law in 1937; revised, 1968. References: (a) Code of Georgia Annotated, secs. 32-606--32-617; (b) State Department of Education, Georgia, Teachers Salary Schedule for 1968-69.

Type of salary statement--Minimum schedule of annual salaries, based on preparation and experience. The minimum salaries are fixed by the state board of education, by statutory directive, which requires the schedule to be established on an index basis, with a value of 100 to be attributed to the bachelor's degree and no experience, with ratios above and below the index for the various classifications.

Classification and annual salaries--The outline of the minimum schedule for teachers employed for 10 months is as follows:

	For beginning teachers	Increments	With maximum credit for experience
2 years' college (4 years' experience prerequisite)	$4,576	9 @ $ 22 1 @ 26	$ 4,800
3 years' college (4 years' experience prerequisite)	4,888	9 @ 31 1 @ 33	5,200
4 years' college	5,200	14 @ 130	7,020
5 years' college	5,876	14 @ 156	8,060
6 years' college (3 years' experience prerequisite)	7,098	11 @ 182	9,100
7 years' college (5 years' experience prerequisite)	8,268	9 @ 208	10,140

The salary schedule shown applies to teachers holding professional certificates, and becomes effective in the fourth pay period (December 1, 1968) of the 1968-69 school year. Teachers with provisional certificates receive at least $100 less than the beginning minimum salary for their classification level but no mandatory increments.

Funds are provided for supplementing the state minimum schedule for 10 months for principals, curriculum directors, visiting teachers, and for 12 months for superintendents. Holders of 6-year,

5-year, and 4-year professional certificates receive the same base pay as 6-year, 5-year, and 4-year professional teachers, plus the following:

	6-year and 5-year professional certificates	4-year professional certificate
Principals	$10 per month, per teacher, $100 a year, for not more than 25 teachers, up to an annual maximum of $2,500 per year of 10 months	$6 per month, per teacher, $60 a year, for not more than 25 teachers, up to an annual maximum of $1,500 per year of 10 months
Curriculum directors and visiting teachers	$1,230 per year	$700 per year
Superintendents	$ 600 per year	$400 per year
Plus an additional supplement based on average daily attendance, as follows:		
3,000 and less	$1,500 per year	$ 600 per year
3,001 to 6,000	2,000 per year	900 per year
6,001 to 12,000	2,500 per year	1,200 per year
12,001 and up	3,000 per year	1,500 per year

Administrative conditions--The amount needed for the payment of teachers' salaries on the state schedule of minimum salaries is one factor in computing the cost of the foundation program in each local school unit; the state guarantees the financing of the program through an equalization plan. A local unit may not pay to any teacher less salary than the index schedule of minimum salaries prescribed by the state board of education for the class to which the teacher belongs. Teachers who are employed beyond the regular school year shall be paid a salary not less than the prescribed minimum monthly salary.

Local units are free to employ more teachers than allotted by the state, and to pay higher salaries to all teachers, provided the extra costs are borne by local funds.

Idaho

First minimum-salary law in 1947; revised, 1959. Reference: Idaho Code, sec. 33-1219--33-1220.

Type of salary statement--Minimum schedule, based on preparation and experience. Salaries are stated as annual amounts and are written into the text of the statute itself. The schedule shown below has not been revised since 1959. The only change since that date was the elimination of a classification for teachers with less than two years of college when the state minimum-salary law was re-enacted in the 1963 recodification of school laws.

Classification and annual salaries--The schedule applies to certificated "teachers," defined to include each person employed in a teaching, instructional, supervisory, educational administrative, or educational and scientific research capacity. The outline of the schedule is as follows:

	For beginning teachers	Increments	With maximum credit for experience
2 years' college	$1,920	7 @ $45	$2,235
3 years' college	2,120	7 @ 60	2,540
4 years' college	2,370	10 @ 72	3,090
Master's degree or 30 semester hours' graduate credit	2,570	10 @ 90	3,470

The statute directs the state board of education to promulgate a minimum-salary schedule for vocational teachers, based on trade experience, vocational teacher training, and teaching experience.

The local school board is authorized to require inservice training of certificated personnel; in case of failure of a teacher to take the training, the board is authorized to halt the service increments due until the requirement shall have been met.

Administrative conditions--State funds are distributed to the school districts on an equalized basis under the foundation educational program, but the minimum-salary schedule does not enter into the apportionment. The law provides that no teacher may be paid a salary lower than the requirements of the minimum-salary schedule. There are no restrictions on paying higher salaries nor in setting the salary scales of substitute personnel.

Illinois

First minimum-salary law in 1946; revised, 1967. Reference: Illinois Revised Statutes, 1961, School Code of 1961, Chapter 122, sec. 24.8.

Type of salary statement--Minimum annual salaries based on preparation and experience are written into the text of the statute, but the amount of the increments is not set out.

Classification and annual salaries--The minimum annual salaries for the school year 1968-69 and the increases to take effect July 1, 1969, are as follows:

	Experience levels		
	Under 5 years experience	5 years or over	
		1968-69	Effective July 1, 1969
Less than a bachelor's degree	$5,000	$5,500	$5,750
120 or more semester hours and bachelor's degree	5,600	6,225 after 5 years	6,600
		6,600 after 8 years	7,200
150 or more semester hours and master's degree	6,000	6,750 after 5 years	7,250
		7,200 after 8 years	8,000
		8,000 after 13 years	8,750

Administrative conditions--The state aid plan provides funds that may be used to pay the state minimum salary, but there is no direct tie with the minimum-salary law in computing state aid.

Indiana

First minimum-salary law in 1909; revised, 1967. Reference: Burns Indiana Statutes Annotated, Title 28, secs. 28-4332--28-4333.

Type of salary statement--Minimum schedule based on preparation and experience. Salaries are stated as annual amounts, for a school term of nine months, written into the text of the statute itself. If the school term, contract, or appointment is more or less than nine months, the basic salary shall be increased or decreased proportionately.

Classification and annual salaries--The minimum schedule applies to legally licensed teachers: all persons working in or for the kindergarten, elementary, and secondary grades, and required to secure a license as a prerequisite to the performance of such work.

	For beginning teachers	Increments	With maximum credit for experience
Under 4 years' preparation	$4,700	10 @ $120	$ 5,900
4 years or 144 weeks of preparation ..	5,200	10 @ 150	7,200
		2 @ 250	
5 years or 180 weeks of preparation ...	5,500	18 @ 150	10,000
		6 @ 300	

The last two increments at the preparation level of four years are given at the end of the 15th and 20th years of experience; at the preparation level of five years, the last four increments are given at the end of the 22nd, 24th, 26th, and 30th years of experience.

The minimum pay for substitute teachers is $15 a day.

The schedule above became effective on January 1, 1968.

Administrative conditions--The cost of paying the salaries required by the statute is not a direct factor in computing the cost of the minimum foundation program, but the factors in the state aid distribution formula include calculated salary allowances which recognize teacher training and experience. This program is guaranteed by the state, on condition that the local unit levies certain specified taxes. Local districts are free to pay, from local funds, higher salaries than the law requires.

Kentucky

First minimum-salary law in 1918; revised, 1968. Reference: Kentucky Revised Statutes, 157.390, 157-420.

Type of salary statement--Flat annual salaries for two classifications on the basis of preparation only, and minimum annual salaries for three classifications based on preparation and experience are written into the text of the statute. No increments are set out in the classifications where experience is recognized, but the minimum salaries are fixed at three levels of experience.

Classification and annual salaries--The distribution of funds for teachers' salaries in the foundation program is according to an allotment schedule for five different preparation classifications; the allotment schedule provides three different experience levels for the classifications based on four years of training or better. Districts are required to pay not less than 95 percent of the allotment schedule, and not less than $5,000 for full-time service to a teacher with a four-year degree or equivalent. The allotment schedule and the legal minimum salaries for the years 1968-69 and 1969-70 are as follows:

	Allotment schedule, 1968-69			Legal minimum salaries, 1968-69		
	Experience levels			Experience levels		
	Less than 4 years	4-9 years	10 years and over	Less than 4 years	4-9 years	10 years and over
Rank V. 64-95 semester hours	$2,600	$2,600	$2,600	$2,470	$2,470	$2,470
Rank IV. 96-128 semester hours	2,900	2,900	2,900	2,755	2,755	2,755
Rank III. Four-year degree or equivalent	5,150	5,750	6,100	5,000	5,462.50	5,795
Rank II. Master's degree or equivalent	5,550	6,150	6,500	5,225	5,842.50	6,175
Rank I. Master's degree plus 30 graduate semester hours	5,950	6,550	6,900	5,652.50	6,222.50	6,555
	1969-70			1969-70		
Rank V.	$2,600	$2,600	$2,600	$2,470	$2,470	$2,470
Rank IV.	2,900	2,900	2,900	2,755	2,755	2,755
Rank III.	5,225	6,125	6,650	5,000	5,818.75	6,317.50
Rank II.	5,675	6,575	7,100	5,391.25	6,246.25	6,745
Rank I.	6,125	7,025	7,550	5,818.75	6,673.75	7,172.50

Administrative conditions--The average salary paid shall be at least equal to the allotment schedule for each rank, and no teacher shall be paid less than 95 percent of the allotment schedule. The distribution of funds is dependent upon payment of teachers for a term of not less than 185 days; if less than 185 days, the allotment is to be reduced proportionately.

Louisiana

First minimum-salary law in 1948; revised, 1968. Reference: (a) West's Louisiana Revised Statutes Annotated, Title 17, secs. 419-422; (b) State Department of Education, Louisiana, Salary Schedule (1968-69).

Type of salary statement--Minimum schedule, based on preparation and experience. Salaries are stated as annual amounts for nine months' work, written into the text of the schedule itself.

Classification and annual salaries--The schedule applies to public elementary- and high-school teachers and teachers in state schools for the deaf and blind. It is limited to qualified teachers possessing a valid teacher's certificate, whose legal employment requires such certificate.

The statute provides that the schedule which raises the minimum salaries at all levels by $1,600 over the 1967-68 schedules, is to be fully effective in the 1971-72 school year, with one-fourth of the increases ($400) to be given annually beginning with the 1968-69 school year. It is also provided that if the amount of state funds appropriated is insufficient to comply with the statutory schedule, the minimum salaries shall be reduced proportionately, but not below those received under the law in effect for 1967-68. As of the opening of the 1968-69 school year, the 1968 legislature had not made available funds to implement the statutory requirements for 1968-69. Therefore, school districts were operating under the state department schedule. The outline of the two schedules is as follows:

	Statute			State Department of Education		
	For beginning teachers	Increments	With maximum credit for experience	For beginning teachers	Increments	With maximum credit for experience
2 years	$2,800 (4,000)	2 @ $100 5 @ 200 3 @ 300	$ 4,900 (6,100)	$2,400	2 @ $100 5 @ 200 3 @ 300	$4,500
3 years	3,200 (4,400)	2 @ 100 4 @ 200 4 @ 300	5,400 (6,600)	2,800	2 @ 100 4 @ 200 4 @ 300	5,000
Bachelor's degree	4,800 (6,000)	8 @ 200 2 @ 300	7,000 (8,200)	4,400	8 @ 200 2 @ 300	6,600
Master's degree	5,000 (6,200)	4 @ 200 7 @ 300	7,900 (9,100)	4,600	4 @ 200 7 @ 300	7,500
Master's degree plus 30 hours	5,000 (6,200)	4 @ 200 8 @ 350	8,600 (9,800)	4,600	4 @ 200 8 @ 350	8,200
Specialist in Education	5,300 (6,500)	4 @ 200 8 @ 350	8,900 (10,100)	...	...	...
Doctor's degree	5,700 (6,900)	2 @ 200 10 @ 300	9,100 (10,300)	5,300	2 @ 200 10 @ 300	8,700

The figures given in parentheses are the minimum salaries that will apply in 1971-72 when the statutory schedule becomes fully effective.

Vocational agriculture teachers who teach for more than nine months within a 12-month budget period are to be paid at the same monthly rate as provided in the minimum salary schedule for employment beyond nine months.

Administrative conditions--The state board of education is directed by the statute to include the cost of maintaining the minimum state schedule in the formula for computing the state equalization-fund distribution. It is specified that there is nothing in the act to prevent local school boards from providing higher pay or additional increments.

Maine

First minimum-salary law in 1943; revised, 1967. Reference: Maine Revised Statutes, Title 20, sec. 1901.

Type of salary statement--A schedule of annual salaries, based on level of preparation and experience. The annual amounts are written into the text of the statute itself.

Classification and annual salaries--The outline of the schedule is as follows:

	For beginning teachers	Increments	With maximum credit for experience
Certified teachers	$3,500	10 @ $100	$4,500
Three years' professional study	4,000	10 @ 200	6,000
Bachelor's degree	5,000	2 @ 200 1 @ 300 2 @ 400 5 @ 200	7,500
Master's degree	5,300	2 @ 200 3 @ 400 4 @ 200 1 @ 300	8,000

The schedule above became effective July 1, 1968.

Substitute teachers who have a bachelor's degree or who have retired with a minimum of 15 years' teaching service, receive not less than $20 per day.

Administrative conditions--In meeting the requirements of the schedule, no school district shall be required to raise the salary of a teacher more than $500 in any one year.

Any school district which fails to comply with the conditions shall have deducted from its apportionment a sum equal to that by which it is delinquent.

Maryland

First minimum-salary law in 1904; revised, 1967. Reference: Annotated Code of Maryland 1957, Article 77, secs. 106 and 159.

Type of salary statement--Minimum schedule, based on preparation and experience. Salaries are stated as annual amounts and are written into the text of the statute itself.

Classification and annual salaries--The outline of the minimum schedule for teachers regularly employed is as follows:

	For beginning teachers	Increments	With maximum credit for experience
Non-degree provisional certificate	$4,500	11 @ $200	$6,700
Advanced first grade, first grade or degree provisional certificate	4,800	11 @ 200	7,000
Standard professional certificate (bachelor's degree)	5,100	2 @ 200 5 @ 300 2 @ 200	7,400
Advanced professional certificate (master's degree) beginning in fourth year	6,000	4 @ 300 4 @ 200	8,000

Minimum salaries for teachers holding a substitute certificate are $3,800. For the positions of Aide I and Aide II, the minimum salaries are $2,700 and $2,500, respectively.

Minimum salaries for principals are determined by adding specified amounts to the salary as a teacher on the state minimum schedule. The amounts of the supplements are as follows:

Teacher in charge of a 2-teacher school	$200

Principals (certificated as principals) having the following numbers of assistant teachers according to level of preparation of the principal:

Number of assistant teachers	Bachelor's degree	One year beyond bachelor's degree
1	$ 200	$ 400
2-5	300	600
6-9	500	900
10-19	700	1,200
20-29	900 (1,500)	1,500 (2,200)
30-39	(1,800)	(2,500)
40-49	(2,100)	(2,800)
50 or more	(2,400)	(3,100)

Figures in parentheses are for employment on a 12-month basis. The statute provides that a principal of a school with 30 or more teachers shall be employed on a 12-month basis, and a principal of a school with 20 to 29 teachers may be so employed.

The minimum-salary schedule for supervisory teachers, including supervisors of pupil personnel I, who hold certificates on a 12-month basis, according to level of preparation, is the applicable schedule for teachers plus the following supplements:

Without a bachelor's degree	$1,700
With a bachelor's degree	2,100
With a bachelor's degree and one year of graduate work	2,800

The minimum salary for a visiting teacher with three years' prior service is $500 over the salary required to be paid to a teacher with equivalent training and experience who is already in the public school system of that political subdivision.

Administrative conditions--Local boards of education are expressly given the privilege of paying salaries in excess of the required salaries. The state minimum salary schedule is used in the calculation of the state's share of current school expenses that is distributed to the counties. To be eligible for state money, each county must levy an annual tax for the public schools at the rate prescribed by law.

Massachusetts

First minimum-salary law in 1918; revised, 1967. Reference: Annotated Laws of Massachusetts, Chapter 71, secs. 40 and 64.

Type of salary statement--A flat-rate minimum annual salary for teachers.

Classification and annual salaries--The minimum annual salary for teachers employed in any public day school, except for teachers in training and those employed as substitutes, is $5,750, effective September 1, 1968.

For union superintendents or superintendents in a 12-grade regional school district, or persons serving in the dual capacity of superintendent in a union and a regional district, or superintendent in two or more regional districts, the minimum annual salary is $9,500, with three annual increments of $500 to a maximum of $11,000.

Administrative conditions--The minimum-salary statute is not related directly to the state-aid plan. It makes no provision for any exception to the minimum-salary requirement.

Mississippi

First minimum-salary law in 1951; revised, 1968. Reference: Mississippi Code Annotated 1942, sec. 6248-02.

Type of salary statement--Minimum schedule, based on preparation and experience. Salaries are stated as annual amounts and are written into the text of the statute.

Classification and annual salaries--The minimum annual salaries for teachers holding various types of certificates are as follows:

		For beginning teachers	Increments	With maximum credit for experience
Class E.	Less than 30 hours	$1,800	6 @ $ 50	$2,100
Class D.	30 hours' college credit .	2,400	6 @ 50	2,700
Class C.	60 hours' college credit .	2,700	6 @ 50	3,000
Class B.	90 hours' college credit .	3,400	6 @ 50	3,700
Class A.	Bachelor's degree	4,700	6 @ 100	5,300
Class AA.	Bachelor's degree plus 30 graduate hours	5,000	6 @ 100	5,600

The salaries above constitute the minimum base pay for all classroom teachers, superintendents, and principals.

Annual salaries specified are for a minimum term of 175 days of scheduled classroom instruction. Salaries for any part of the term in excess of the minimum school term are to be fixed at the discretion of the county or district trustees, from funds other than minimum program funds.

It is the intent of the legislature that no teacher holding a certificate of less than an "A" classification (bachelor's degree) shall be eligible to teach after the 1970-71 school year unless an emergency exists.

Administrative conditions--The minimum schedule for salaries is part of the minimum educational program guaranteed through state aid. The statute requires that no teacher be paid less than the scale of pay provided in the law and specifically authorizes the payment of higher salaries from local funds. No school district may receive any funds under this program if the aggregate amount of local supplements for minimum foundation program teachers' salaries is reduced during a school year below that of the previous school year.

New Jersey

First minimum-salary law in 1919; revised, 1963. Reference: New Jersey Statutes Annotated, Title 18, secs. 18:13-13 to 13.6.

Type of salary statement--Minimum schedule, based on preparation and experience. Salaries are stated as annual amounts and are written into the text of the statute itself.

Classification and annual salaries--The outline of the schedule is as follows:

	For beginning teachers	Increments	With maximum credit for experience
Without a bachelor's degree	$4,400	10 @ $250	$6,900
With bachelor's degree or equivalent ..	4,700	11 @ 250	7,450
With master's degree or equivalent	5,000	12 @ 250	8,000
With six years of training or a doctor's degree	5,300	13 @ 250	8,550

The schedule above became effective July 1, 1964.

The term teacher includes any full-time member of the professional staff holding a valid permanent, limited, or provisional certificate.

The minimum salary for a teacher without a bachelor's degree who is employed as a school nurse is the same as for a teacher who does not hold a bachelor's degree.

"Adjustment increments" of $150, in addition to the annual increments, are required annually as long as necessary to bring teachers to their proper place on the schedule in full recognition of experience.

The foregoing schedule is inapplicable to those holding emergency certificates and to day-to-day substitutes. Teachers holding emergency certificates are covered by an earlier statute specifying a flat-rate minimum annual salary of $2,500.

Experience credit is given for military service to a maximum of four increments.

Administrative conditions--Local boards may increase, for any or all teachers, the initial salary, the amount of any increment, or the number of increments. Any board may withhold, for inefficiency or other good cause, the increment of any teacher in any year by a majority vote of all the board members. Provisions are made for notice to the teacher and for hearing.

New York

First minimum-salary law in 1919; revised, 1965. Reference: New York Education Law, secs. 3101--3106-a.

Type of salary statement--A flat-rate annual salary applying in districts having fewer than eight teachers; for other districts the minimum-salary schedule is based on preparation and experience. Salaries are stated as annual amounts and are written into the text of the statute.

Classification and annual salaries--In districts employing fewer than eight teachers the minimum annual salary is $4,900 and no increments are required.

For districts employing eight or more teachers, the minimum-salary schedule may be outlined as follows:

	For beginning teachers	Increments	With maximum credit for experience
Without a bachelor's degree	$4,900	10	$7,200
With a bachelor's degree	5,200	10	8,000
With a bachelor's degree plus 30 hours	5,500	10	8,500
With a bachelor's degree plus 60 hours	5,800	10	9,000

The schedule above became effective July 1, 1966. For nondegree teachers, the schedule applies to those who are employed for the first time after July 1, 1966. The statute requires that each teacher whose certification is based on less than a bachelor's degree or its equivalent shall receive a minimum of $7,200 in the 11th year of service; each teacher with a bachelor's degree shall receive $8,000 in the 12th year of service; each teacher with five years of preparation shall receive at least $8,500 in the 13th year of service; and each teacher with six years of preparation shall receive at least $9,000 in the 14th year of service. The statute also provides that each schedule must contain at least 10 annual increments of not less than $200 for the nondegree teacher and at least 10 annual increments of not less than $250 for teachers with a bachelor's degree or above. A further requirement maintains a per-annum differential of at least $300 for teachers with 30 hours beyond a bachelor's degree and an additional differential of at least $300 for teachers with 60 hours beyond the bachelor's degree.

Teachers without permanent or provisional certification receive a minimum annual salary of $4,900 and are not entitled to increments until they acquire permanent or provisional certification.

In transition to the schedule above, no district is required to increase a teacher's salary by more than $250 over the amount the teacher would have been entitled to receive for the 1966-67 school year under the schedules in effect on June 30, 1966, but no teacher shall receive less than the minimum legal salary specified for his preparation level. In each succeeding year during the transition period, in addition to any increment due, the salary of the teacher shall be increased by at least $250 per year or as much thereof as is necessary until the teacher receives the salary to which he is entitled based on his years of service. No salary may be reduced below the amount to which the teacher was entitled under the laws in effect prior to July 1, 1966.

Each local district is required to adopt bylaws fixing the schedule of salaries for full-time members of the teaching and supervising staff and also for administrative and other employees, and to file these schedules with the commissioner of education.

Minimum salaries for substitute teachers employed on a "regular" basis are paid according to the schedule for the first five years of service. Day-to-day substitutes are paid not less than 1/200 of the annual salary for each day employed, the annual salary to be the amount prescribed for teachers with corresponding years of service. Years of service for day-to-day substitutes are built up on the basis of 1/200 of a year for each day of service, to a maximum of five years.

Minimum salaries for administrative and supervisory officers are not uniform for the state nor for groups of school districts, but are required by law to be not less than 30 percent higher than the amounts that were being paid by the respective local school districts on July 1, 1939. Assistant superintendents in a city of one million or more population must be paid $500 in addition to the 30 percent. The officers to whom the "30 percent over 1939" requirement applies are enumerated as "supervisor, superintendent, associate superintendent, assistant superintendent, district superintendent, member of board of examiners, principal, assistant principal, assistant to principal, administrative assistant, first assistant, teacher in charge, head of annex, director, assistant director, assistant administrative director, and other supervisors."

In school districts with populations of a million or more, the school board is required to grant minimum increases in salary to supervisory personnel above the grade of teacher whenever it grants increases to teachers on the maximum of their salary schedules. For this purpose, the maximum of the teachers' salary schedule is defined as the salary of a teacher at the highest salary level which may be reached by length of service and which includes all differentials and/or increments to which he may be entitled. The required increases are as follows:

Position	Amount over increase given to a teacher on maximum salary
Examiner	At least 2.25 times
Assistant superintendent	At least 2.15 times
High-school principal	At least 2.00 times
Junior high-school principal	At least 1.85 times
Elementary-school principal	At least 1.70 times
Junior principal and a principal of a youth and adult center	At least 1.55 times
Chairman of department in a high school and assistant principal.	At least 1.45 times

Effective July 1, 1966, school districts employing eight or more teachers, except a school district in a city with a population of over one million, must adopt a salary schedule for principals and supervisory personnel. Such schedule must provide for a minimum annual salary of at least the amount provided a classroom teacher in the same preparation level and in the same year of service in the district, multiplied by a factor of 1.3. A person employed in the capacity of a principal for the first time must be paid at least the salary of step one of the teachers' salary schedule multiplied by 1.3. The school board may fix higher salaries for principals than required by law. The term principal as used in the statute includes the principal of the district, but does not include the superintendent of schools, a vice-principal or an assistant principal, or any person not acting as a principal full time. The schedule is for 10 months, and is to be proportionately more if services are required for 11 or 12 months.

A principal in service on July 1, 1966, must be transferred to the new schedule in the appropriate step in accordance with his years of service as a principal in the district. During the transition period, the school district is not required to increase the salary of any principal in 1966-67 by more than 10 percent of the salary paid in the 1965-66 school year. In each subsequent year, the increase is to be at least 10 percent, until the principal has reached the amount to which he is entitled on the schedule. In no event can the salary of the principal be less than the amount to which he was entitled on June 30, 1966.

The salary schedules for professional employees having supervisory responsibilities other than principals must provide for minimum salaries higher than those provided for classroom teachers in the same year of service, including any differentials for advanced preparation. The amount by which these separate schedules must exceed the classroom teachers' salaries is not set out in the law.

Administrative conditions--The amount of state aid received by a local district is not related directly to the cost of administering the minimum schedule for the teachers employed in the district. Local boards are authorized to adopt higher salary schedules than the statutory minimum schedule.

North Carolina

First minimum-salary law in 1932; revised, 1968. References: (a) General Statutes of North Carolina, secs. 115-11, 115-49, 115-79, 115-151; (b) State Board of Education, State Salary Schedule, Superintendents, Principals, Supervisors, and Teachers, North Carolina Public Schools, 1968-69.

Type of salary statement--Minimum schedules promulgated by the state board of education. The minimum schedule for classroom teachers is based on preparation and experience; the schedules for principals recognize preparation, experience, and number of teachers supervised; the schedule for superintendents is based on experience and number of pupils. The salaries are stated as monthly amounts.

Classification and annual salaries--In arriving at the annual salaries shown, the monthly salaries of the state schedule have been multiplied by 9.25 (based on 185 days) for classroom teachers under the nine-month fund, by 10 for supervisors and for classified principals, and by 11 for teachers of vocational education, and by 12 for superintendents of schools.

The outline of annual salaries provided by the minimum schedule for classroom teachers covered by the nine-month school fund, according to certificate, is as follows:

	For beginning teachers	Increments	With maximum credit for experience
Nonstandard certificate	$2,775.00	...	...
Elementary B (less than 1 year college; no longer issued)	3,172.75	3 @ $111-$129.50	$3,533.50
Elementary A (1 year college; no longer issued)	3,404.00	4 @ 111- 138.50	3,894.25
Class C--2 years' college	3,672.25	5 @ 120.25-138.75	4,338.25
Class B--3 years' college	4,477.00	6 @ 120.25-157.25	5,281.75
Class A--4 years' college	5,069.00	12 @ 138.75-185.00	7,002.25
Graduate--M.A.	5,402.00	13 @ 138.75-212.75	7,705.25

Teachers with a doctor's degree in the area or subject taught receive an additional $900 a year over the scheduled salary.

A person rated "out-of-field" receives $90 a year less than the scheduled salary.

Credit is given on the schedule for full-time teaching experience in North Carolina public schools and out-of-state public schools, and for military service if the person served two or more years in the Armed Forces and had earned at least 60 semester hours of college credit before entering such service; those with a college degree before entering military service are entitled to experience credit for each year of military service.

A teacher may hold a master's degree and still not be eligible for placement in the graduate certificate class until certain technical requirements are met. A master's degree in the teaching field, however, does receive recognition as equivalent to one year of experience on a Class A certificate.

The statutes provide that the state salary schedule shall apply in fixing the salaries of librarians, attendance assistants, special teachers, supervisors of instruction, and persons in other special instructional service, such as art, music, adult education, special education, or industrial arts, as such positions are authorized by the state board of education.

The minimum annual salary schedule for supervisors (based on 10 months) is as follows:

	Minimum salary	Increments	With maximum credit for experience
Class A certificate (4 years' experience prerequisite)	$6,300	7 @ $180-210	$7,610
Supervisor's or graduate certificate (3 years' experience prerequisite)	6,510	9 @ 170-220	8,360

An additional $1,000 per year is received by general supervisors who hold a doctor's degree in administration and supervision, and by special area supervisors who hold a doctor's degree in the area or subject supervised; those holding an advanced supervisor's certificate receive an additional $300 per year.

The schedule for vocational education teachers, based on 11 months, is as follows:

Certificate	For beginning teachers	Number of increments	With maximum credit for experience
Nonstandard	$3,300	...	...
Class B vocational	5,544	6	$6,556
Provisional vocational	6,138	12	8,624
Class A vocational and Class A provisional .	6,281	12	8,767
Graduate vocational--M.A.	6,677	13	9,592

Vocational education teachers holding a doctor's degree in their subject or teaching area receive an additional $100 per month.

Vocational education teachers who are employed for 9 or 10 months are paid proportionately less. Home economics teachers are employed for 10 or 11 months. Teachers of vocational agriculture work for 12 months and their salaries are increased accordingly.

Minimum salaries of principals are determined by preparation, experience, and number of teachers in the school (the number of teachers includes the principal). The following outline indicates in general the annual supplements provided for various groups of principals.

Building principals, salary for 9-14 school months:
- 3 teachers--salary as teacher, plus $157.25 a year
- 4 teachers--salary as teacher, plus $305.25 a year
- 5 teachers--salary as teacher, plus $462.50 a year
- 6 or more teachers--salary as teacher, plus $601.25 a year

Classified principals, 10-month salary:
- Basic annual salary, with 8 teachers, $6,860
- Add increments for 5 years, for experience, 1 at $160 a year, 3 at $170 a year and 1 at $180 a year
- Add 3 increments, 3 at $170 a year for 3 years' additional experience, if principal holds principal's certificate
- Add an additional amount according to certificate rating and experience
- Add $300 a year, if principal holds an advanced principal's certificate
- Add $1,000 a year, if principal holds an advanced principal's certificate and a doctor's degree

Add for teachers supervised, as follows:
- For each two teachers from the 9th through the 41st teacher, either $160, $170, or $180 per year according to schedule
- For all teachers in excess of 41, $160, except that

Maximum salaries with full cerdit for experience, do not exceed:
- $10,420 after 5 years, for a principal who holds a high-school or elementary principal's certificate
- $10,920 after 8 years, for a principal who holds a principal's certificate
- $11,220 for a principal who holds an advanced principal's certificate
- $11,920 for a principal who holds an advanced principal's certificate and a doctor's degree

Salaries of district principals are based on the classified principals' salary schedule as outlined above.

Classified principals working 10-1/2 or 11 months, depending on size and type of school are paid proportionately higher.

If the salary of a classified principal, for the size school he is serving, is less than he would receive as building principal of a six-teacher school, his salary as a classified principal shall be not less than what he would receive as a building principal.

Salaries of superintendents are classified according to pupil membership in 12 groups and according to experience in eight groups. Below are given the annual minimum and maximum salaries for 4 of the 12 groups.

Pupil membership for the preceding year	Minimum salary for beginning superintendents	Number of experience increments	With maximum credit for experience
Up to 1,499 pupils	$ 8,208	7 @ $192 1 @ 180	$ 9,732
4,500 to 7,499 pupils	10,944	7 @ 192 1 @ 180	12,468
15,500 to 18,499 pupils	12,972	7 @ 192 1 @ 180	14,496
30,000 or more pupils	15,012	7 @ 192 1 @ 180	16,536

Superintendents without a master's degree cannot be rated beyond the sixth step on the salary schedule; holders of an advanced superintendent's certificate receive, in addition, $360 per annum; holders of an advanced superintendent's certificate and a doctor's degree receive, in addition, $1,200 per annum; persons service in a joint superintendency of a county and city administrative unit received $480 per annum in addition.

Administrative conditions--The state pays the entire cost of the current expenses of a nine and one-fourth month school term, including certain administrative and special salaries for service up to 12 months. The minimum standards to be maintained are defined in part by statute and in part by administrative rulings of the state board of education; the determination of the salary schedule is assigned by statute to the state board. The minimum schedule is also the maximum schedule that may be paid from state funds; local districts, however, are enabled by locally voted tax levies to provide supplemental salaries from local funds.

Ohio

Current minimum-salary law enacted in 1951; revised, 1967. (An earlier minimum-salary law was in effect from 1927-28 through 1934-35). Reference: Page's Ohio Revised Code Annotated, Secs. 3317.02 and 3317.13.

Type of salary statement--Minimum schedule of annual salaries based on preparation and experience. The base salary and annual increments are written into the text of the statute. Boards of education are required to give full credit, in the form of annual increments, for each year of regular public-school teaching service outside the district (defined as actual service of at least 120 days under a teacher's contract), or for each year of service in the Armed Forces. A maximum military service credit of five years or a combined credit of 10 years for military service and teaching service in another public school is allowed.

Classification and annual salaries--The minimum salaries are as follows:

	For beginning teachers	Increments	With maximum credit for experience
Less than a bachelor's degree	$4,300	10 @ $180	$6,100
Bachelor's degree	5,000	11 @ 200	7,200
Bachelor's degree and 150 hours ...	5,200	11 @ 225	7,675
Master's degree	5,500	12 @ 250	8,500

Administrative conditions--Compliance with the minimum-salary requirements is one of the conditions for participation in state-aid funds. The cost of the minimum salaries is one factor in computing state aid for a local district.

Oklahoma

First minimum-salary law in 1939; revised, 1968. Reference: Oklahoma Statutes Annotated, Title 70, secs. 18-10A, 18-8A, 6-23.

Type of salary statement--Minimum schedule, based on preparation and experience. Salaries to be paid currently are predicated on a 1959 statute (Sess. Laws 1959, p. 318) which required a minimum salary of $3,600 for a beginning teacher with a bachelor's degree, $3,800 for the master's degree, and $4,000 for the doctor's degree, with 15 annual increments of $100 in each preparation level. The 1963-65 Appropriations Act (Sess. Laws 1963, Ch. 98, sec. 1) guaranteed a minimum salary of $3,800, including increments. The Public School Foundation Act of 1965 (Ch. 397, sec. 10) provides that the amounts in the 1964-65 state-aid schedule, including the 15 increments for teaching experience, superintendents' increments, principals' increments, and extra months of pay for superintendents, principals, vocational teachers, special education teachers, and all other teachers, shall be the minimum salaries.

The 1965 act also provided state incentive aid to local school districts to raise teachers' salaries with the requirements that no teacher could receive less than $4,180, including increments. Legislation enacted in 1968 (HB 1124) increased the incentive aid and provided that no teacher shall receive less than a $500 increase over the amount provided for the teacher in the district during the school year 1967-68; in addition, the increase over 1967-68 shall not be less than $900 in 1969-70 and $1,300 in 1970-71. Further, no teacher shall be paid less than $5,000 in 1968-69, or less than $5,250 in 1969-70, or less than $5,500 in 1970-71.

Classification and annual salaries--The outline of the minimum schedule, for 10 months (180 days) based on the provisions mentioned above, is as follows:

	For beginning teachers	Increments	With maximum credit for experience
Bachelor's degree	($5,000) $5,500	15 @ $100	($5,980) $6,780
Master's degree	(5,000) 5,500	15 @ 100	(6,180) 6,980
Doctor's degree	(5,000) 5,680	15 @ 100	(6,380) 7,180

The figures in parentheses are for the 1968-69 school year. The higher salaries outlined above become effective in the 1970-71 school year. In 1969-70 the minimum starting salaries are $250 higher; for teachers with maximum credit for experience, the salaries are $400 above the 1968-69 schedule. The $5,000 current minimum includes the first five increments for teachers with a bachelor's degree. For teachers holding a master's degree or doctor's degree the $5,000 incorporates three increments and one increment, respectively.

The schedule is limited in application to teachers holding valid certificates. Teacher includes any properly qualified person who is regularly employed as principal, librarian, nurse, census and attendance supervisor, or teacher to give instruction in a classroom or to superintend or supervise classroom instruction.

Full placement for experience is given for each year of teaching experience or time spent in military service during a period of national emergency.

Principals receive, in addition to their salaries as classroom teachers, supplements as follows:

For each teacher supervised, $3 a month for 10 months, or $30 for a school year, to a maximum of 20 teachers, or $600.

A principal in a district of eight or more teachers, not maintaining a high school, may have the supplement for 12 months, to a maximum of $720.

Teachers serving as superintendents receive, in addition to their salaries as classroom teachers, supplements of $3 a month or $36 a year for each teacher supervised, to a maximum of $720.

Supplements for both principals and superintendents are allowed only in districts with eight or more teachers and an accredited high school.

A school nurse with approved qualifications shall qualify under the state salary schedule in the same manner as a teacher with a bachelor's degree.

A tradesman or technician without a college degree who is employed as an instructor in an approved vocational trade and industrial program, shall complete eight college hours per year until graduation or such other training as approved by the State Board of Vocational Education to be eligible for the $100 yearly increment.

Administrative conditions--Local school boards must abide by the 1964-65 state-aid schedule and other enacted minimum-salary requirements. State incentive aid is provided to increase teachers' salaries, but to be eligible, school districts must vote all five mills of emergency levy. The school board may pay more than is called for in the minimum schedule out of local funds. State aid which a school district would otherwise qualify for shall be reduced by the amount of underpayment to any teacher.

Oregon

First minimum-salary law in 1919; revised, 1957. Reference: Oregon Revised Statutes, Chapter 342, sec. 342.610.

Type of salary statement--Flat-rate minimum annual salaries, recognizing preparation and written into the statute itself, are for employment for a school year of nine and one-half months. The salaries are proportionately lower if employment is for less than nine and one-half months.

Classification and annual salaries--The minimum annual salaries for certificated teachers are as follows:

Less than bachelor's degree	$3,400
Bachelor's degree	3,700
Master's degree	4,000

The schedule does not apply to substitute teachers employed on a day-to-day basis. Minimum salary for substitute teachers is $22 per day for those with a bachelor's degree or less, and $24 per day for those with a master's degree revised 1968).

Administrative conditions--The cost of the minimum salaries is not a factor in computing state aid to be distributed to the local school districts.

Pennsylvania

First minimum-salary law in 1903; revised, 1968. Reference: Purdon's Pennsylvania Statutes Annotated, Title 24, secs. 10-1066, 10-1067, 10-1075; 11-1141 through 11-1152; 25-2519.

Type of salary statement--The minimum schedule for classroom teachers is based on preparation and experience. The minimum schedule for principals, supervising principals, and supervisors is based on preparation, experience, and number of teachers supervised. Flat-rate minimum salaries for county superintendents are based on population; for district, assistant district, associate, and assistant associate superintendents, on number of teachers; assistant county superintendents and supervisors of special education are not classified. All salaries are expressed as annual salaries and are written into the text of the statute.

Classification and annual salaries--The minimum schedule for teachers may be outlined as follows:

	For beginning teachers	Increments	With maximum credit for experience
Standard certification	$5,400	8 @ $300	$7,800
College certification	5,400	9 @ 300	8,100
Master's degree (starts at step 2)	5,700	11 @ 300	8,700

The statute provides that the annual salaries for 1968-69 and each year thereafter must include a regular service increment for service in the school district during the previous school year, by advancing the salary of the employee at least one full step on the minimum-salary schedule to the step on which he is entitled to be placed by virtue of years of experience in the school district.

Any professional or temporary professional employee who holds a master's degree or its equivalent shall be placed on a step which is at least $300 more than that for an employee who holds a college certificate and who has the same number of years in service in the district.

Any professional or temporary professional employee who during his employment receives a college certificate or earns a master's degree is entitled in the succeeding school year to receive the salary prescribed in his new status, which is to be at least $300 in excess of the annual increment earned in the previous year.

The minimum schedule for teachers of exceptional children may be outlined as follows:

	For beginning teachers	Increments	With maximum credit for experience
Standard certification	$5,600	8 @ $300	$8,000
College certification	5,600	9 @ 300	8,300
Master's degree (starts at step 2).....	5,900	11 @ 300	8,900

The minimum annual salaries for certain positions other than regular classroom teachers may be summarized as follows:

	For beginning service	With standard or college certificate		With master's degree	
		Increments	Maximum	Additional increments	Maximum
Principals					
Fewer than 20 teachers	$ 6,950	4 @ $400; 3 @ $300	$ 9,450	2 @ $300	$10,050
20-39 teachers	7,450	4 @ 400; 3 @ 300	9,950	2 @ 300	10,550
40-59 teachers	7,950	4 @ 400; 3 @ 300	10,450	2 @ 300	11,050
60-79 teachers	8,450	4 @ 400; 3 @ 300	10,950	2 @ 300	11,450
80 or more teachers	8,950	4 @ 400; 3 @ 300	11,450	2 @ 300	12,050
Supervising principals					
Fewer than 40 teachers	8,750	4 @ 500; 3 @ 300	11,650	2 @ 300	12,250
40-59 teachers	9,250	4 @ 500; 3 @ 300	12,150	2 @ 300	12,750
60-79 teachers	9,750	4 @ 500; 3 @ 300	12,650	2 @ 300	13,250
80-99 teachers	10,250	4 @ 500; 3 @ 300	13,150	2 @ 300	13,750
100 or more teachers	10,750	4 @ 500; 3 @ 300	13,650	2 @ 300	14,250
Supervisors, directors, and coordinators of vocational education, and psychologists	6,650	8 @ 300	9,050	2 @ 300	9,650
Vocational teachers (for entire calendar year)	6,650	9 @ 300	9,350	2 @ 300	9,950

A subsequent higher minimum-salary schedule is written into the law which is to take effect in the year set by a joint resolution if and when it is passed by the state legislature. The higher schedule provides for a $600 increase for classroom teachers and three additional increments of $300 each. Principals would receive an $800 increase and supervising principals a $1,000 increase, both with three additional increments of $300 each.

The minimum salary for county supervisors of special education is $12,000 with no variation for preparation or experience.

The minimum salaries for county superintendents are classified only on the basis of the population of the county supervised, as follows:

Less than 45,000 population	$13,000
45,000-149,999 population	14,000
150,000 population or more	15,000

The minimum annual salary for assistant county superintendents is $12,500.

The minimum salaries for district and assistant district superintendents, and for associate and assistant associate superintendents are classified only on the basis of the number of teachers supervised, as follows:

District superintendents and associate superintendents	
Fewer than 100 teachers	$13,000
100-299 teachers	14,000
300 or more teachers	15,000
Assistant district superintendents and assistant associate superintendents	
Fewer than 100 teachers	9,000
100-299 teachers	10,000
300 or more teachers	11,000

Administrative conditions--Provisions of the state salary schedule is not a direct factor in computing the amount of state aid to local school districts. The state superintendent of public instruction is authorized to withhold state aid from a district failing to pay minimum salaries and increments as required by law.

Rhode Island

First minimum-salary law in 1909; revised, 1960. Reference: General Laws of Rhode Island, 1956, secs. 16-7-29; 16-7-31; 16-11-1; 16-12-1.

Type of salary statement and annual salary required--Each city, town, and regional school district must put into effect "a salary schedule, recognizing years of service, experience, and training, beginning at a minimum of not less than $4,000 and rising to a maximum of at least $6,000 for certified personnel having the minimum training required for certification and having no more than 12 annual steps, with no annual step providing an increase of more than $300." The school year is defined as 10 calendar months.

Classification and annual salaries--The minimum-salary schedule is as follows:

	For beginning teachers	Increments	Maximum
Certified employees	$4,000	No more than 11 increments; no increment over $300	$6,000

Minimum salary applies to any full-time teacher, defined as any teacher, supervisor, principal, assistant principal, superintendent, or assistant superintendent who is required to hold a certificate.

Administrative conditions--Any community which fails to appropriate for its schools the minimum sums as provided in the school foundation act, including specifically the minimum salary schedule, shall have the amount of the deficiency withheld from state funds otherwise due the community for its general uses during such state fiscal year; the amount so withheld shall be paid or applied separately to the community to be used by the school committee for approved school expenditures only. The commissioner of education must review annually the actual school expenditures of each community, and is required to inquire into the causes for a community's failure to support adequately the school programs shared by the state.

South Carolina

First minimum-salary law in 1945; revised, 1968. Reference: Code of Laws of South Carolina, 1952, secs. 21-252 through 21-261, 263; secs. 21-381 through 21-396.

Type of salary statement--Minimum schedule of annual salaries, classified by certificate group, years of experience, level of preparation, and breakdown into grades, based on scores on the

National Teacher Examinations. The annual amounts are included in a tabular schedule within the statute itself.

Classification and annual salaries--Each of the 21 subclasses of the schedule follows a different and sometimes intricate pattern of increments. The summary below gives the highest and lowest subclass for each level of preparation and the number of increments; full details on increments are given only for the bachelor's degree salary class.

The annual salaries shown represent the monthly amounts of the state schedule multiplied by nine.

	For beginning teachers	Increments	With maximum credit for experience
Class V. Less than 2 years' preparation			
Grade D (lowest; 4 years' experience prerequisite)	$1,877	2	$1,967
Grade A (highest)	2,714	6	3,092
Class IV. Regular (2 years' preparation)			
Grade D	2,003	6	2,273
Grade A	3,227	6	3,605
Class IV. Advanced (3 years' preparation)			
Grade D	2,003	7	2,336
Grade A	3,488	7	4,001
Class III. Bachelor's degree			
Grade D	2,255	13 @ $45	2,840
Grade C	2,795	14 @ 45	3,425
Grade B	3,776	14 @ 63-72	4,694
Grade A	4,361	14 @ 81	5,495

	For beginning teachers	Increments	With maximum credit for experience
Class II. Bachelor's degree plus 18 semester hours			
Grade B	$3,830	14	$4,892
Grade A	4,586	14	5,720
Class I. Regular (master's degree)			
Grade B	4,064	14	5,153
Grade A	4,964	14	6,296
Advanced (doctor's degree)			
Grade A only	5,477	14	7,421

Teachers are placed in grades according to scores achieved on the National Teacher Examinations. Grade D includes scores 332-374; Grade C, 375-424; Grade B, 425-499; Grade A, 500 and over.

The annual increments are in part conditioned on recertification in the following sequence: probationary, first and second years; intermediate and intermediate professional, third through seventh years; advanced professional, eighth through fourteenth years; and permanent professional, after the fourteenth year.

The schedule applies to all school teachers in the public schools who hold certificates issued by the state board of education and who teach daily not fewer than four periods of 45 minutes each.

In computing the years of experience of teachers, each full scholastic term taught by the teacher in the public schools of the state shall be counted as one year's experience.

Administrative conditions--The state distributes monthly to the counties and school districts the full amount of the salaries of certificated teachers, for disbursement to teachers in accordance

with the state salary schedule. The law outlines procedures to be followed by any teacher who may feel that he or she has been discriminated against in the fixing of his salary.

Local school districts or counties may levy additional taxes for school purposes.

Tennessee

First minimum-salary law in 1925; revised, 1967. References: (a) Public Acts of Tennessee 1967, Chapter 321, sec. 10; (b) Tennessee State Board of Education: 1967-69 Rules, Regulations, and Minimum Standards.

Type of salary statement--The statute directs the state board of education to formulate a minimum schedule to be effective for the 1968-69 school year, in which the beginning salary for a school year of 10 months (200 days) for a certified teacher with a bachelor's degree from an approved college is at least $4,600. It further requires a minimum salary of $5,350 per school year for a certified teacher, principal-teacher, or superintendent with a bachelor's degree from an approved college with 15 or more years of teaching experience, or experience as a principal or superintendent. An additional statutory requirement is that in 1968-69, certified teachers, principal-teachers, and superintendents with a bachelor's degree must be paid a minimum of $5,000 from state and local funds. If this condition is not met by the local school district, no teacher shall receive the $200 salary increase provided by state funds for 1968-69.

Classification and annual salaries--The monthly salaries of the state board minimum schedule have been multiplied by 10 to arrive at the annual salaries shown in the following outline:

	For beginning teachers	Increments	With maximum credit for experience
No college	$3,660	6 @ $30	$3,840
1 year of college	3,710	6 @ 30	3,890
2 years of college	3,980	10 @ 40	4,380
3 years of college	4,170	10 @ 40	4,570
Bachelor's degree	4,600	15 @ 50	5,350
	(5,000)		
Master's degree	4,870	8 @ 50	5,710
	(5,000)	1 @ 60	
		1 @ 80	
		2 @ 50	
		1 @ 70	
		1 @ 80	
		1 @ 50	
Master's degree plus 45 quarter hours	5,030	15 @ 50-80	5,870
Doctor's degree	5,190	11 @ 50	6,030
		3 @ 80	
		1 @ 50	

The schedule above is for the 1968-69 school year. The figures in parentheses are the amount required to be paid out of state and local funds combined to teachers with a bachelor's degree. In school systems which supplement salaries above the state minimum-salary schedule, an increase of the same amount is mandatory above the total salary including the state minimum schedule plus the local supplement, which was paid to teachers for the 1967-68 school year.

The minimum schedule above applies to full-time certified teachers, principal-teachers, and superintendents in equalizing and nonequalizing counties, cities, and special school districts. Salaries of part-time employees are proportionately less.

Teachers with a bachelor's degree or above who do not hold a teacher's certificate are paid $100 a year less than the schedule provides for 1968-69; noncertificated teachers with less than a bachelor's degree are paid $960 a year less.

Previous teaching experience is given full credit. Military experience is credited up to five years. The total number of months, not counting more than eight months of teaching and military service in any one fiscal year, is divided by eight to determine the years to be credited. A remaining fraction of as much as five months is counted as a year.

The holder of the Bachelor's Degree in Library Science has the same rating in the application of the salary schedule for teachers as the holder of the master's degree, provided the holder of the Bachelor's in Library Science holds an academic bachelor's degree and, in addition, has had one year's training in library science in an approved institution.

Full-time approved special education teachers who hold certificates in the areas of assignment are paid $150 more than the scheduled salaries.

Salaries of supervising teachers, attendance teachers, materials supervising teachers, school psychologists, and school psychological service workers are included in the minimum program. The schedule is as follows:

	For beginning teachers	Increments	With maximum credit for experience
Bachelor's degree	$4,823	15 @ $50-55	$5,608
Master's degree	5,120	15 @ 50-83	6,004
Master's degree plus 45 quarter hours	5,296	15 @ 50-83	6,180
Doctor's degree	5,472	15 @ 50-83	6,356

Supplements for supervising teachers are based upon the number of teachers supervised: $10 for each teacher supervised to a maximum of 50 teachers.

Annual salaries of principals, for a 10-month term, are computed by adding the following amounts to the salary as a classroom teacher: a monthly supplement of $4.50 per teacher supervised, up to a total of 15 teachers or $67.50 a month.

Salaries of county superintendents of equalizing counties are included in the minimum program. The position requires at least three years of prior service as a teacher, principal, or supervisor. The schedule for 1968-69 is as follows:

	For beginning service	Increments	With maximum credit for experience
Bachelor's degree	$6,758	13 @ $65	$7,603
Bachelor's degree plus 15 quarter hours toward a master's in educational administration	6,998	13 @ 65	7,843
Bachelor's degree plus 30 quarter hours toward a master's in educational administration	7,238	13 @ 65	8,083
Master's degree	7,052	13 @ 65	7,897
Master's degree with a minor in educational administration	7,292	13 @ 65	8,137
Master's degree with a major in educational administration	7,508	13 @ 65	8,353

Supplements for administrative responsibility: Add $36 for average daily attendance of 1,600-1,999 pupils, $36 for each additional 400 up to 6,000 pupils, or $396, and $36 for each additional 1,000 pupils.

The salary regulations also include a schedule of annual salaries, based on preparation, experience, and census enumeration, for clerks in the offices of county superintendents of schools.

Annual salary supplements for superintendents of equalizing cities and special districts, if not otherwise provided, are included in the minimum program. Three years' prior service is required. The schedule of annual supplements for 1968-69 is as follows:

	For beginning service	Increments	With maximum credit for experience
Bachelor's degree	$3,939	5 @ $23 7 @ 50	$4,404
Master's degree and above	3,984	12 @ 23-80	4,485

Administrative conditions--Both "equalizing" and "nonequalizing" school districts are required to pay teachers, principals, and supervisors at least as much as is provided by the state schedule, as a prerequisite to receiving state-aid funds. The cost of paying a district's school staff according to the minimum-salary schedule is one factor in computing the cost of the foundation program. Local school districts may supplement the minimum salaries out of local funds.

Texas

First minimum-salary law in 1945; revised, 1967. Reference: Vernon's Civil Statutes of the State of Texas Annotated, Title 49, Chapter 22, Articles 2922-12, 2922-14, 2922-14a, 2922-14b.

Type of salary statement--Minimum-salary schedule for classroom teachers, based on preparation and experience. Supplements for principals and superintendents. Salaries are stated as monthly amounts and are written into the text of the statute itself.

Classification and annual salaries--The schedule applies to certificated classroom teachers, vocational teachers, special service teachers, teachers of exceptional children, supervisors, counselors, principals, and superintendents.

The outline of the minimum schedule, derived by multiplying the monthly salaries of the schedule for classroom teachers by nine, is as follows:

	For beginning teachers	Increments	With maximum credit for experience
Less than a bachelor's degree	$3,132	9 @ $117	$4,185
Bachelor's degree	4,734	10 @ 117	5,904
Master's degree	5,040	16 @ 117	6,912

Salaries may be proportionately less for a term shorter than nine months, and must be proportionately more for service for more than nine months, as for vocational teachers (9, 10, or 12 months), and teachers of exceptional children.

Vocational teachers in trades and industrial subjects, without a degree but with approved qualifications, shall have their salaries calculated as for a bachelor's degree.

The schedule for classroom teachers applies also to nurses (a Texas registered nurse shall be considered as having the equivalent of a bachelor's degree) and to librarians (certificate or degree based on one full year beyond the bachelor's shall be considered as equivalent to a master's degree).

For supervisors and counselors, minimum salaries are determined by multiplying the monthly salary on the classroom teachers' schedule by 10 and adding an annual supplement of $300 for the 10-month school year of service.

Principals are paid for 9, 9-1/2, 11, or 12 months, according to the minimum monthly schedule for classroom teachers, including increments for teaching experience, with supplements as follows:

- Full-time principals, an administrative increment of 20 percent over the required monthly minimum salary, for 11 months
- Full-time principals in independent school districts without a four-year accredited high school, but with an average daily attendance of over 500 pupils, who must perform the same duties as those assigned a school superintendent, an administrative increment of 20 percent over the required monthly minimum salary, for 12 months
- Part-time principals in schools assigned 7 or more classroom teacher units, an additional salary allowance of 15 percent of the required monthly minimum salary, for 9-1/2 months
- Part-time principals (head teachers) in schools assigned 3 to 6 classroom teacher units, an additional 8 percent of the required monthly minimum salary for 9 months
- Part-time principals (head teachers) in districts containing an accredited high school and having fewer than 9 classroom teacher units, an additional 8 percent of the required monthly minimum salary for 9 months
- Part-time principals serving as head principals in districts operating a two-year accredited high school but no four-year accredited high school receive minimum salaries as provided for full-time principals.

The annual minimum-salary requirements for superintendents are determined according to their salaries on the classroom teacher schedule, including increments for teaching experience, computed on the basis of 12 months, to which are added administrative increments based on the number of classroom teacher units as follows:

Fewer than 16 classroom teacher units	20 percent
16-49 classroom teacher units	25 percent
50-99 classroom teacher units	30 percent
100-149 classroom teacher units	35 percent
150 or more classroom teacher units	40 percent

Administrative conditions--The sum of the approved salaries for professional positions is computed as part of the foundation school program which is guaranteed by the state. Payment of at least the minimum salary is a condition to participation in the minimum foundation school fund and to the listing of schools on the official list of affiliated or accredited schools. Any district may supplement the legal salaries from local funds.

Vermont

First minimum-salary law in 1915; revised, 1968. Reference: Vermont Statutes Annotated, Title 16, Chapter 53, secs. 1791-1793.

Type of salary statement--Minimum annual salaries, classified on basis of preparation and experience, and written into the text of the statute itself. No increments are set out, but minimum salaries are fixed at three levels of experience.

Classification and annual salaries--The minimum annual salaries for teachers are as follows:

	Experience levels		
	Less than 5 years	5-10 years	10 years or more
2 years' preparation	$4,400	$4,900	$5,400
3 years' preparation	4,900	5,400	5,900
4 years' preparation	5,400	5,900	6,400
5 years' preparation	5,700	6,200	6,700

The schedule above became effective on July 1, 1968. It applies to professionally certified, full-time teachers; part-time professionally certified teachers are paid on a pro-rata basis. Minimum annual salary for a teacher without professional certification is $2,500. Minimum daily salary for substitute teachers is 1/200 of $2,500 or $12.50.

The statute provides that no teacher shall be paid less than the appropriate training minimum in the lowest experience level. To allow for transition to the new schedule, a teacher with five years or more of teaching service shall receive an increase of not less than $300 above his annual salary for 1967-68, but in no case is a school district required to pay such teacher a higher salary than is provided for his training and experience in the minimum schedule. In subsequent years, local school districts are required to grant salary increases of at least $300 or such part thereof as is necessary to advance the teacher to the minimum appropriate to his training and experience, but in no case are the districts required to grant more than $300 annually in raising the teacher's salary to the experience levels provided in the statute.

Administrative conditions--Compliance with the minimum-salary law is one condition governing the distribution of state aid for the minimum program. The cost of the minimum salaries is not, however, a factor in computing the state aid for a local district.

Virginia

First minimum-salary law in 1946; revised, 1968. References: (a) Acts of Virginia, 1968, Appropriations Act. (b) Virginia State Board of Education, State Minimum Salary Schedule.

Type of salary statement--Minimum-salary schedule for classroom teachers, based on preparation and experience. The minimum salaries are stated as annual amounts based on 10 months; they are fixed by the state board of education and the approval of the governor under statutory authority.

Classification and annual salaries--The outline of the minimum schedule is as follows:

	For beginning teachers		Increments	With maximum credit for experience	
Normal professional, elementary and special certificates	($3,000)	$3,000	12 @ $100 (12 @ 100)	($4,200)	$4,200
Collegiate or collegiate-professional certificate, bachelor's degree	(4,700)	5,000	12 @ 150 (12 @ 150)	(6,500)	6,800
Collegiate or collegiate-professional certificate, master's degree	(5,200)	5,500	12 @ 150 (12 @ 150)	(7,000)	7,300

Salaries shown in parentheses are those currently paid in the school year 1968-69. The schedule becomes fully effective in 1969-70.

Full credit is given for public-school teaching experience inside and outside the state, for teaching in accredited institutions of higher learning inside and outside the state, and for teaching experience in private schools for which teachers have received credit under provisions of the Virginia Supplemental Retirement System. Full credit is given for military service if teaching is interrupted for this purpose, for the initial enlistment or induction period. Up to three years of military service credit is allowed to a person without any actual teaching experience provided he qualifies for a collegiate professional certificate and enters teaching immediately after discharge from military service.

Administrative conditions--Part of the cost of the state minimum-salary schedule is met through the state's basic school aid fund, distributed to the localities under a formula based on need, effort, and ability. The basic state share which is guaranteed to every locality is 60 percent of the minimum salary cost.

Washington

First minimum-salary law in 1937; revised, 1949. Reference: Revised Code of Washington, secs. 28.47.200 and 28.67.090.

Type of salary statement and annual salary required--A single flat-rate annual minimum salary of $2,400 ($200 per month on the basis of 12 months a year) written into the text of the statute. This law, unchanged since 1949, is currently obsolete as all present salaries exceed the minimum requirements.

Note: The 1961 state appropriations act in effect raised the minimum salary requirements for the 1961-1963 school years to $4,200 by providing that no part of the equalization funds shall be distributed to any school district until it has certified to the superintendent of public instruction that all full-time certificated employees are being paid not less than $4,200 per year. (Laws of 1961, Extraordinary Session, Ch. 26, pages 18-20.) However, a similar provision was not included in the subsequent appropriations acts.

Administrative conditions--The state board of education is directed to establish minimum standards and to apportion money from the equalization fund to enable school districts to meet the standards.

West Virginia

First minimum-salary law in 1882; revised, 1968. Reference: West Virginia Code of 1961, Annotated, secs. 1806, 1862(7), and 1862(12).

Type of salary statement--Minimum schedule, based on preparation and experience. Salaries and increments are stated as annual amounts written into the text of the statute itself. The term teacher is defined to include assistant superintendents, directors and supervisors of instruction, and principals.

Classification and annual salaries--The outline of the minimum schedule is as follows:

	For beginning teachers	Increments	With maximum credit for experience
Fourth-class certificates (refers to first grade and short course certificates no longer given)	$2,670	6 @ $120	$3,390
Third-class certificates (standard normal certificates or certificates based on 64 semester hours)	3,170	8 @ 120	4,130
Second-class certificates (96 hours of college work)	3,370	10 @ 120	4,570
Bachelor's degree	4,320	13 @ 120	5,880
Bachelor's degree plus 15 graduate hours	4,570	13 @ 120	6,130
Master's degree	4,820	16 @ 120	6,740
Master's degree plus 15 graduate hours	5,070	16 @ 120	6,990
Master's degree plus 30 graduate hours	5,320	19 @ 120	7,600
Doctor's degree	5,570	19 @ 120	7,850

The minimum schedule became fully effective in the 1968-69 school year and is based on a 10-month term of employment. The minimum salary for teachers employed for a longer or shorter period than 10 months shall be in proportion to the schedule.

In crediting experience on the schedule, boards of education may recognize service in Armed Services, provided the teacher was under contract to teach at the time of his induction, and in active work in educational positions other than teaching. No credit shall be given for more than one year of experience for any one school year.

County boards of education are authorized by law to pay higher salaries to principals and teachers with extra duties, and for administrative and supervisory personnel but the amounts are not specified.

Administrative conditions--The cost of meeting the minimum-salary schedule is provided for in computing the cost of the foundation school program. One element in the allocation of state funds to local school districts is the average annual foundation salary for teachers, based on the number of allotted teachers and their training and experience as determined by the classification in the minimum salary schedule. In addition, there is an allocation of state funds for supplemental instructional support which pays the difference between the foundation salary schedule and the state minimum-salary schedule.

Any board of education failing to comply with the provisions of the minimum-salary statute may be compelled to do so by mandamus.

Boards of education may contract with teachers for salaries in excess of the minimum schedule, provided the advanced salaries are uniform throughout the district for teachers with similar certification, training, and experience.

Wisconsin

First minimum-salary law in 1915; revised, 1959. Reference: West's Wisconsin Statutes, Annotated, sec. 40.71(7).

Type of salary statement--Two flat-rate minimum annual salaries based on preparation, applying to teachers in districts other than those of the first class, and one flat-rate minimum monthly salary applying to districts of the first class (Milwaukee).

Classification and annual salaries--The minimum amounts are as follows:

Districts other than first class (per school year of nine months):	
2 years of preparation	$2,400
3 years of preparation	3,000
4 years of preparation with a degree	4,000
Districts of the first class (Milwaukee):	
Qualified regular teachers, $266 a month for the full period during which schools are in session	
Substitutes, per day, $10	

Administrative conditions--The minimum salaries are listed among the conditions to be met by school districts in qualifying for common-school equalization aid.

Research Reports

1967-R4 The American Public-School Teacher, 1965-66. 102 p. $2.00. #435-13310.

1967-R5 Leaves of Absence for Classroom Teachers, 1965-66. 61 p. $1.25. #435-13312.

1967-R9 Faculty Salary Schedules for Public Community-Junior Colleges, 1965-66: A Pilot Study of 2-Year Institutions. 45 p. $1.00. #435-13320.

1967-R10 Formal Grievance Procedures for Public-School Teachers, 1965-66. 63 p. $1.25. #435-13322.

1967-R11 23rd Biennial Salary Survey of Public-School Professional Personnel,1966-67: National Data. 36 p. $1.00. #435-13324.

1967-R12 23rd Biennial Salary Survey of Public-School Professional Personnel, Data for Systems with Enrollments of 12,000 or More. 259 p. $3.75. #435-13326.

1967-R14 Faculty Salary Schedules in Colleges and Universities, 1965-66: A Pilot Study of Institutions Granting the 4-Year Bachelor's or Higher Degree. 42 p. $1.00. #435-13330.

1967-R18 Teacher Supply and Demand in Public Schools, 1967. 88 p. $1.75. #435-13338.

1968-R1 Rankings of the States, 1968. 71 p. $1.25. #435-13342.

1968-R2 Salary Schedules for Administrative Personnel, 1967-68. 97 p. $2.00. #435-13344.

1968-R3 Head Start Programs Operated by Public School Systems, 1966-67. 42 p. $1.00. #435-13346.

1968-R4 Economic Status of the Teaching Profession, 1967-68. 56 p. $1.25. #435-13348.

1968-R5 Salary Schedules for Principals, 1967-68. 126 p. $2.50. #435-13350.

1968-R6 Nursery School Education, 1966-67. 48 p. $1.00. #435-13352.

1968-R7 Salaries in Higher Education, 1967-68. 92 p. $1.50. #435-13354.

1968-R8 Extra Pay for Extra Duties, 1967-68. 69 p. $1.25. #435-13356.

1968-R9 The Teacher's Day in Court: Review of 1967. 60 p. $1.25. #435-13358.

1968-R10 The Pupil's Day in Court: Review of 1967. 66 p. $1.25. #435-13360.

1968-R11 Selected Statistics of Local School Systems, 1966-67. 119 p. $2.25. #435-13362.

1968-R12 High Spots in State School Legislation, January 1-August 31, 1968. 70 p. $1.25. #435-13364.

1968-R13 Salary Schedules for Teachers, 1968-69. 122 p. $2.25. #435-13366.

1968-R14 Evaluation of Teacher Salary Schedules, 1966-67, 1967-68, and 1968-69. 161 p. $3.00. #435-13370.

1968-R15 State Minimum Salary Laws for Teachers, 1968-69. 43 p. $1.00. #435-13372.

1968-R16 Estimates of School Statistics, 1968-69. 36 p. $1.00. #435-13374.

Research Summaries

1966-S1 Inservice Education of Teachers. 19 p. 60¢. #434-22802.

1966-S2 Homework. 12 p. 30¢. #434-22804.

1967-S1 School Dropouts. 55 p. 75¢. #434-22808.

1968-S1 Class Size. 49 p. $1.00. #434-22810.

(See next page for other listings.)

Research Summaries

1968-S2 The Rescheduled School Year. 38 p. $1.00. #434-22812.

1968-S3 Ability Grouping. 52 p. $1.00. #434-22814.

Research Memos

1968-13 Some of the Highest Salaries Scheduled for Teachers, 1968-69. November 1968. 10 p. 30¢. #431-22836.

1969-1 Average Salary of Instructional Staff in Public Schools, by State: 1939-40 to 1968-69. January 1969. 1 p. 10¢. #431-22834.